

Director of Philanthropy and Donor Engagement

Organization: Community Foundation of Acadiana

Reports to: Chief Operating Officer

FLSA Status: Exempt

Prepared date: October, 2025

The Community Foundation of Acadiana transforms generosity into impact by working with donors, non-profits, and the broader community to realize a better Acadiana for everyone. As we expand and deepen our work to improve our region, we're looking for an outgoing, dynamic, energetic, and relationship-oriented person to join our team to help us meet the needs of our donors, partners, and neighbors.

The Community Foundation of Acadiana strengthens our community by developing and implementing donor cultivation and engagement strategies designed to actively connect generous people to meaningful giving. Building on 25 years of experience in community investment, the Director of Philanthropy and Donor Engagement is a key member of the foundation's leadership team and is primarily responsible for leading a highly effective team to achieve the Foundation's goal of building effective, collaborative partnerships with donors. The Director will oversee the development and implementation of donor acquisition strategies as well as ensure long-term donor engagement. The Director will also lead efforts to enhance external partnerships with wealth managers and professional advisors. This is a phenomenal opportunity for a big picture strategic thinker who believes in the power of generosity to transform communities and who brings a strong commitment to community-based work. The Director of Philanthropy and Donor Engagement reports to the COO and leads a growing team in achieving the Foundation's goals to inspire generosity and engage donors in meaningful giving.

Key Responsibilities

- Work closely with the President to develop and implement the professional advisor cultivation and engagement strategies with the aim of increasing referrals, including but not limited to quarterly gatherings, creation of an advisory committee, presentations, firm-wide presentations, and one on one meetings.
- Support the foundation's campaign to build the "The Fund for Acadiana" to enable CFA to have permanent resources to respond to the changing and most pressing needs of the community.
- Work with the Director of Communications to develop a comprehensive communications plan to cultivate new donors and engage and inspire existing donors through regular printed communication, annual reports, presentations, and events. Partner with the CFA Team in the creation and implementation of donor education and relationship-building and training events.
- Build and sustain a personal portfolio of donors and professional advisors by cultivating new relationships with donors directly and through professional advisor referrals.
- Work with CFA Team members to develop strategies to engage donors in the programmatic and future grantmaking work of the Foundation.
- Create and implement multi-year donor cultivation plans that leverage senior leadership, Board members, and staff to ensure Foundation is on track to achieve its strategic goals; Develop, refine and evaluate strategies for donor cultivation and engagement utilizing data and feedback; report regularly to the President and Board on progress toward goals.
- Research and design next generation cultivation strategies and programming
- Directly supervise the Philanthropy and Donor Engagement Team to ensure the team is working toward clear and consistent goals and meeting key milestones and targets; Ensure that donor engagement and stewardship functions of foundation are consistent, timely, accurate and meaningful.
- Develop a visible and effective external profile, regularly presenting on behalf of the Foundation at large and small gatherings of influential stakeholders including, donors, prospective donors, professional advisors and business leaders, and attending various offsite community functions hosted by donors and/or nonprofit partners.

- Serve as a key partner to the CEO, responsible for department planning, budgeting and culture development in the context of the Foundation's overall priorities and resources.
- Contribute meaningfully to the culture of the Foundation by modeling behaviors that support trust building, integrity, authentic and clear communication, and generosity.
- Represent the Foundation at community meetings, conferences and other public events.

Key Experience & Competencies

- Bachelor's degree required
- 5-8 years of leadership experience in developing, implementing and adapting strategies to attract and engage donors or customers; Experience with diverse giving tools such as planned giving preferred
- A strategic, systems level thinker who is able to see the big picture and determine opportunities and threats through comprehensive analysis and feedback
- A relationship builder with a proven track record for building and maintaining relationships with key donors or clients that result in increased engagement, donations and/or sales
- Ability to inspire trust and build positive internal and external relationships that support the organization in achieving its mission
- Exceptional communication and interpersonal skills, both written and verbal; Superior public speaking and presentation skills
- Management experience and the ability to develop, inspire and bring the best out of a team
- Demonstrated problem-solving skills and ability to exercise sound and confident judgement; excellent conceptual and analytical skills
- Deep knowledge of philanthropic trends and best practices and proven ability to identify the best opportunities to advance an organization's development goals
- A commitment to continuous quality improvement and leveraging tools and technology to maximize departmental capacity
- Ability to float between big picture thinking and onsite implementation of strategies

***This position is based in Lafayette, Louisiana. The job duties outlined above are not intended to be all-encompassing and may change as needed at the sole discretion of the employer.*

About the Foundation:

Since its inception in 2000, Community Foundation of Acadiana has helped to build more strategic connections between Acadiana's philanthropic community and many of the region's biggest needs. We seek to listen to community leaders and nonprofits to understand how to best position Community Foundation of Acadiana as a conduit for strategic philanthropy, focusing on the most pressing needs and opportunities in our 8-parish service area. Through our philanthropic expertise, we empower individuals, families, and businesses to invest in causes they care about, creating lasting impact across Acadiana. By turning generosity into action, we are building a stronger, more compassionate region.

The Community Foundation currently has assets under management of more than \$230M. The Foundation distributes over \$15M a year in grants annually.

To apply, email a resume and cover letter to Todd McCormick (tmccormick@cfacadiana.org).