



**Position:** Chief Development Officer  
**Reports To:** Chief Executive Officer (CEO)  
**Position Type:** Full-time, in-person with travel as necessary  
**Compensation:** \$100,000 annual salary, commensurate with experience

**InnerCity Weightlifting's (ICW) mission is to amplify the voice and agency of people most impacted by systemic racism and mass incarceration.**

We partner with program participants through case management and careers in and beyond personal training. Individuals are elevated as experts in fitness and the social issues they've lived. ICW is a culture and community in which power dynamics are flipped, social capital is bridged, and new leaders emerge in the fight to combat long-standing inequities.

---

**Position Overview:** The Chief Development Officer is also our Chief Education Officer. They work directly with the CEO and leadership at ICW to influence strategy and grow our philanthropic revenue from foundations, individuals, companies, and our training client base.

At ICW, philanthropic revenue isn't simply about asking for donations. We view it as an education strategy directly tied to our mission and impact. Throughout our history, groups who have been oppressed have been blamed for their circumstances and pathologized; while the groups in power have had the same issues faced (crime, housing, education, employment) viewed from a lens of environmental factors and humanity. Racism, racist policy, and prejudice have been the driving force of this.

Too often nonprofit fundraising is about simply stating how "we" have changed the lives of "our" participants. The people in our program, however, are not the "problem" in need of change. They are humans, responding to present day circumstance and the context of our history.

Our best and most sustainable donors are engaged not in a one-sided transaction of donating money, but in a relational two-way street of value where we, and more importantly the people participating in ICW, are valued as experts to be learned from.

The ideal candidate is accountable, proactive, doesn't miss a deadline, has great attention to detail, and relationship-building skills. They are a great communicator – verbal and written – and can lead, coach, and grow a team of people passionate about the social issues people in our program face day in and day out. They have a balance of mission and business, and are excited to collaborate with the people participating in ICW.

---

**Key Responsibilities:**

- Develop, lead, and coordinate yearly development plan, including forming and maintaining relationships with major gift prospects, foundations, corporations, and annual fund donors, including training client base
- Enhance effectiveness of current development strategies and implement new strategies to scale ICW during strategic expansion
- Oversee the grant lifecycle, including grant writing, reporting, tracking, prospecting, and maintaining relationships with foundations
- Inspire, motivate, and manage development staff members, utilizing their skill sets to support the yearly

development plan

- Lead strategy on philanthropic communications, including creating and maintaining impact metrics
- Develop new and strengthen existing relationships with local and national-level foundations
- Manage a portfolio of major donors throughout the pipeline: identification, research and qualification, cultivation, solicitation, and stewardship
- Evaluate fundraising activities on a monthly and quarterly basis to ensure quality, productivity, and progress towards annual goals
- Keep the Board of Directors informed and engaged on development team's activities and progress
- Support the CEO in fundraising activities, including major gift strategy, foundation and corporate relationships, Board of Director management, and more
- Collaborate with the CFO to create the fundraising budget and ensure financial sustainability of the organization

**Qualifications:**

- Interest in social justice and passionate about ICW mission
- 7+ years development or equivalent experience preferred
- 3+ years supervisory/leadership experience preferred
- Commitment to social and racial justice and passionate about ICW's mission
- Ability to identify, cultivate, solicit, and steward high-level individual donors (\$10k+) and build a successful major gift program
- Ability to cultivate and maintain corporate and foundation relationships, as well as strategic partnerships
- General fundraising expertise, including prior experience with CRM systems, donation platforms, and prospect research tools preferred
- Experience developing and managing budgets
- Excellent written, communication/interpersonal, and networking skills; ability to convey mission-driven appeals to a wide variety of audiences and through multiple channels
- High degree of initiative and autonomy during a period of strategic expansion
- Outstanding organizational skills
- Critical thinking and problem-solving skills
- Commitment to cross-organizational collaboration
- Creates a work culture that is high-performing, motivated, innovative, and enjoyable

**Benefits:**

- A partially matching SIMPLE IRA retirement plan
- Reimbursement of health insurance of up to \$250/month
- Free 3rd party support in identifying an independent health insurance plan that best fits your needs
- Generous paid holiday policy
- 15 days paid vacation for years 1 and 2 of employment, and 20 days for years 3+ of employment
- 10 days of paid sick leave per year
- 24 hour access to free use of gym space
- Free access to mental health resource coordinator
- Year-round "summer Fridays" closing at 2pm

To apply, please visit our [careers page](#).

*ICW values a diverse workplace and strongly encourages people of color, women, LGBTQ+ individuals, returning citizens, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. ICW is an equal opportunity employer. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.*