



Manager of Annual Giving

About 7 Lakes Alliance

7 Lakes Alliance is a nationally accredited land trust and 501(c) (3) nonprofit organization dedicated to conserving the lands and waters of Maine's Belgrade Lakes region with an annual operating budget of approximately \$3.3M. Through a comprehensive range of conservation programs, including water quality monitoring and research, invasive aquatic species prevention and remediation, land conservation and stewardship, erosion control, and community education and outreach, 7 Lakes protects the long-term health of the region's lakes and surrounding lands.

By combining sound science and strong community partnerships, the organization unites residents, volunteers, and local organizations to safeguard water quality, steward natural resources, and foster a lasting culture of conservation throughout the Belgrade Lakes watershed. A cornerstone of our work is a strong science-based partnership with Colby College and other academic, research and conservation organizations throughout Maine. Together, we integrate rigorous research, field science and hands-on learning to inform conservation strategies, strengthen regional environmental resilience, and deliver measurable ecological outcomes for the benefit of all in the region. For more information, please visit the 7 Lakes Alliance website at www.7lakesalliance.org.

Position Summary: Manager of Annual Giving

The Manager of Annual Giving is a strategic and relationship driven development professional responsible for leading and growing 7 Lakes Alliance's annual fundraising program, reporting to the Advancement Director and working closely with the CEO. This position will design and implement a comprehensive annual giving strategy to increase unrestricted support, deepened donor engagement and strengthen the organization's culture of philanthropy. This role will manage multi-channel annual appeals, support donor stewardship and recognition programs, and build a pipeline of leadership annual donors at the \$1,000+ level to support a targeted annual fund of approximately \$1.2 million.

Key responsibilities:

Annual Fund Strategy and Execution

- Develop and implement a comprehensive annual giving strategy to grow individual donor revenue across all segments.
- Manage semi-annual appeals (direct mail, e-mail, digital).
- Oversee segmentation, messaging, calendar planning and performance tracking.
- Establish and monitor revenue and participation goals.

Leadership Annual Giving

- Cultivate and solicit leadership (\$1,000+) annual donors.
- Partner with the Advancement Director, CEO and Board members to support donor cultivation and solicitation.
- Build and manage a program that identifies, cultivates and advances annual donors into mid-level and major gifts prospects.

Donor Stewardship and Engagement

- Strengthen donor retention through thoughtful acknowledgement, reporting and stewardship practices.
- Oversee donor recognition societies and annual donor listings.
- Ensure timely and personalized donor communications.

Data and Performance Management

- Utilize the donor database to analyze trends, track results and inform strategy.
- Develop regular reporting dashboards for reporting to management and the Board of Directors.
- Ensure data integrity and best practices in gift processing and reporting.

Collaboration and Culture

- Work closely with Advancement team to align fundraising messaging mission impact.
- Support Board engagement in annual fundraising efforts.
- Foster a culture of philanthropy across the organization.

Qualifications

- 5+ years of progressive fundraising experience, with demonstrated success in annual giving.
- Proven track record of growing annual fund revenue and donor retention.
- Experience managing multi-channel fundraising campaigns.
- Strong relationship-building and communication skills.
- Experience using donor databases and fundraising analytics tools.
- Bachelor's degree required, graduate degree or additional professional development preferred.
- Preferred experience in environmental, conservation or mission-driven 501(c)(3) organizations.

Personal Attributes

- Strategic thinker with strong execution skills.
- Collaborative, positive and adaptable.
- Highly organized and detail oriented.
- Passion for conservation and community impact.
- Comfortable working in a small highly engaged team environment.

Compensation and Benefits

7 Lakes Alliance offers a competitive salary commensurate with experience, along with a comprehensive benefits package including health insurance, retirement contribution, paid time off and opportunities for professional development.

Location

The position is based at the 7 Lakes Alliance facility in Belgrade Lakes Maine. A hybrid work arrangement may be considered with regular in-person engagement required for donor meetings, events and team collaboration, particularly in the summer months.

How To Apply

Interested candidates should submit a cover letter, resume and contact information for three references by April 20, 2026, for full consideration. The position will remain open until filled. Please send to: [**info@7lakesalliance.org**](mailto:info@7lakesalliance.org)

7 Lakes is an equal opportunity employer dedicated to creating an inclusive culture where employees of diverse backgrounds can thrive and support our mission. We do not discriminate based on race, color, sex, gender identity, national origin, age,

disability, veteran status, sexual orientation or any other characteristic protected by law. We value a diverse workplace and strongly encourage qualified individuals with disabilities and those from diverse backgrounds to apply. External and internal applicants, and incumbents who become disabled as defined under the Americans With Disabilities Act, must be able to perform essential job functions (as listed) either unaided or with the assistance of a reasonable accommodation as determined by management on a case-by-case basis.