PINE TREE SOCIETY
MANAGING DIRECTOR OF PHILANTHROPY & IMPACT

OUR STORY

90 Years of Breaking Barriers. A Century of Possibility.

Maine has been a state for 206 years. For nearly half of that time, Pine Tree Society has been at the heart of the Maine experience. Our history spans more than a third of the entire American story—a 90-year legacy of pioneering possibilities for people with disabilities.

Since 1936, we have been more than a service provider; we are a community of over 100 professionals dedicated to the bold idea that every life should be lived with passion and purpose. Whether it is a child finding a lifelong friend at Pine Tree Camp or an adult gaining independence through customized Assistive Technology, we provide the means to thrive. At Pine Tree Society, we don't say we can't. For nine decades, we've asked: "How can we?"

We have many special events and commemorative projects planned throughout 2026, Including a new documentary. We look forward to sharing this historic milestone with you.
For more information visit → Our Roots - Pine Tree Society

OUR MISSION

Pine Tree Society's mission is to provide Maine children and adults with disabilities, the opportunities and the means to create better lives for themselves and their families.

OUR VALUES

Values that drive how we, at Pine Tree Society, treat each other, clients, and partners.

- **Positivity:** We love our work and choose positivity in the face of challenges. Positivity gives us strength and builds a shared resiliency to do the work and find solutions.
- **Creativity:** "We don't say we can't; We say how can we?" We practice out-of-the-box thinking to overcome barriers to better meet the needs of the community.
- **Collaboration:** We are stronger together and build on each other's strengths, expertise, and programming to create stronger communities for people of all abilities. We build connections and integrated experiences that transform lives.
- **Community: We** foster partnerships, treat everyone with respect and create opportunities, access and a sense of belonging for people of all abilities.

PINE TREE SOCIETY

PROFILE CHARACTERISTICS

- **Enterprise-level strategist:** Has shaped organization-wide growth, philanthropy, external affairs, or impact strategies, and managed a fundraising portfolio
- **Revenue builder:** Has diversified revenue through individual giving, major gifts, institutional philanthropy, corporate partnerships, campaigns, events, or other strategic opportunities
- **Mission translator:** Can turn complex program work into persuasive narratives, partnerships, and investment opportunities without allowing donor priorities to drive program strategy
- **Change leader:** Has assessed and redesigned teams, clarified roles, introduced stronger systems, and guided staff through ambiguity or organizational transition
- **Integrated communicator:** Understands how brand, storytelling, public relations, internal communications, and fundraising reinforce one another
- **Talent developer:** Coaches staff, delegates effectively, establishes accountability, and addresses performance issues directly and constructively
- **Innovative operator:** Questions legacy practices, evaluates return on investment, and is willing to discontinue activities that no longer advance the mission
- **Cross-functional collaborator:** Builds trust with program leaders, executive leadership, board members, donors, community partners, and staff at all levels
- **Decisive and adaptable:** Can move quickly, make sound decisions with incomplete information, and balance immediate needs with long-term strategy
- **Visible, hands-on leader:** Thrives in a remote or hybrid environment while maintaining a meaningful presence in programs, meetings, training, and organizational events

LEADERSHIP ATTRIBUTES

- **Models Values in all spaces:** Strives to model the values in all spaces, affirm when other teammates are exemplifying the values, and reminds teammates not choosing actions aligned with the values.
- **Mission-Centric orientation:** Operates with a servant leadership approach, seeing yourself as critical to removing barriers for those closest to the mission, and providing more capacity for them to focus on the mission.
- **Develop yourself and others:** Consistently grow yourself and your teammates to meet goals, exemplify values, and move toward mission achievement.
- **Radical candor:** Has timely and direct conversations with teammates when challenges, frustration, or disagreements arise to proactively move to solutions.

PINE TREE SOCIETY

THE ROLE

We are seeking a strategic and entrepreneurial leader who sees philanthropy, communications, partnerships, and organizational impact as interconnected drivers of growth. This is not a traditional advancement role. The successful candidate will help shape the organization's future, build a cohesive and accountable team, diversify revenue, elevate the organization's external presence, and ensure that growth remains firmly grounded in the needs of the people and programs we serve.

Reporting to the President and CEO and serving as a member of the Executive Leadership Team, the Managing Director of Philanthropy & Impact will lead an integrated advancement function encompassing development, donor engagement, marketing, and communications. This leader will design and execute strategies that grow contributed revenue, strengthen the Pine Tree Society brand, and connect donors and community partners to measurable mission impact. The Managing Director will build effective systems, use data to guide decisions, and empower the advancement team to cultivate enduring relationships that sustain and expand services in Maine.

CRITICAL RESPONSIBILITIES

Advancement Strategy and Revenue Growth

- Develop and execute a comprehensive, multi-year advancement strategy aligned with Pine Tree Society's mission, strategic priorities, and financial goals.
- Grow and diversify contributed revenue through annual giving, major gifts, planned-giving, grants, corporate and foundation partnerships, special initiatives, and other philanthropic opportunities.
- Partner with the President and CEO, board members, and program leaders to identify, cultivate, solicit, and steward donors and prospects.
- Establish clear goals, forecasts, dashboards, and performance measures; use data and donor insights to strengthen results and accountability.

Development Operations, Stewardship, and Communications

- Lead strong development operations, including prospect management, donor records, gift processing, acknowledgment, reporting, compliance, and stewardship.
- Create meaningful donor experiences and communications that demonstrate impact, strengthen trust, and increase donor retention and engagement.
- Provide strategic direction for marketing, brand stewardship, public relations, digital communications, and storytelling to elevate Pine Tree Society's visibility and reputation.
- Collaborate across programs and operations to translate organizational priorities and outcomes into compelling cases for support, proposals, campaigns, and community engagement.

Team Leadership

- Lead, coach, and develop a high-performing advancement team aligned to organizational goals, accountability, collaboration, and shared ownership of results.
- Cultivate a team culture rooted in Pine Tree Society's mission, values, and critical mindsets.
- Serve as a trusted advisor to the President and CEO and an effective partner to the board, senior leaders, program teams, donors, and community stakeholders.
- Strengthen organization-wide understanding of advancement and foster a culture in which staff and board members are equipped to serve as ambassadors for the mission.

ESSENTIAL QUALIFICATIONS

- Bachelor's degree or an equivalent combination of education and relevant experience; advanced degree or CFRP preferred
- 7 years of progressive advancement and development leadership experience, within a mission-driven, think tank, or philanthropic organization.
- Demonstrated success building comprehensive fundraising strategies and securing significant philanthropic support from individuals, foundations, corporations, and other partners.
- Strong knowledge of donor cultivation and stewardship, major gifts, grants, campaigns, development operations, constituent data, and performance measurement.
- Exceptional written, verbal, and interpersonal communication skills, with the ability to translate mission and impact into compelling stories and cases for support highly engaged, mission-driven, and results-oriented.
- Proven ability to lead and develop teams, collaborate across functions, and engage senior leaders, board members, donors, and community partners.
- Commitment to Pine Tree Society's mission and to advancing equity, accessibility, and inclusion for people with disabilities.
- Commitment to creating and maintaining a supportive work environment aligned with Pine Tree Society's values Positivity, Creativity, Collaboration, and Community.
- Strong analytical skills, with the ability to prioritize competing and multiple priorities.

MISSION-CENTERED APTITUDES

- Deep commitment to the Pine Tree Society mission and belief in the importance of a mission-centric approach for the Core Mission Support Team. Actively removes barriers for the people closest to the mission.
- Commitment to exemplifying the Pine Tree Society Values and developing others to exemplify these values:
- Excitement to grow in role and respond to coaching and feedback to fuel that growth.
- Ability to organize time effectively and remain flexible to meet competing demands requiring time and attention.
- Capability to compose correspondence and other written material that is creative, concise and demonstrates good command of the English language.
- We don't say we can't; we say, "How can we?" | We collaborate to improve and grow. | We meet the needs of our teams to meet the needs of the people we serve.

COMPENSATION & BENEFITS

The compensation range for this role is $130-160k. Pine Tree Society offers a competitive benefits package:

- Health, dental, and vision insurance
- Retirement plan contributions with match
- Long-term disability and life insurance
- Vacation, sick pay, and holiday policies

TO APPLY

Pine Tree Society has retained CLA Talent Solutions to spearhead our search efforts. Send a note of interest and resume to:

- LeAnn Cantwell Sr. Lead Recruiter | leann.cantwell@claconnect.com
- Octavia Gilmore, Principal & National Search Leader | octavia.gilmore@claconnect.com