

ANNUAL GIVING INVESTMENT

Start: July 2024

Finish: June 2025

Budget: \$18,497

Actual YTD: \$0

ANNUAL GIVING INVESTMENT WORKFLOW

Task	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
Initial Job Posting	■							
Second Posting of Job		■						
Targeted Recruitment of Potential Candidates			■					
Third Posting of Job			■					
Hiring & Onboarding of New Employee						■		

RISK/MITIGATION

Recruiting for advancement positions has become more and more challenging. Not only does a dearth of quality fundraising talent exist, but more and more candidates also have expectations of fully remote work. As such, candidate pools are not as robust as one would like. Secondly, as with any frontline fundraiser, it takes time for a new employee to orient to the university and be an effective advocate to solicit for gifts.

Q2 HIGHLIGHTS

- ✓ Position was re-posted for a third time due to lack of qualified candidates from the first two postings.
- ✓ Strategic, one-on-one outreach was conducted to potential candidates in an effort to bolster the candidate pool.

Q3 OBJECTIVES

- Secure a robust pool of candidates.
- Conduct interviews.
- Make an offer and select a successful candidate.

Status:
 Lead: Kevin Hughes
 Pillars: Engage
 Date: 2/6/25

DESCRIPTION

Upgrade of existing annual giving position from entry level to frontline fundraiser who will be soliciting leadership annual fund gifts.

