

ORGANIZATION AND POSITION INFORMATION

Headquartered in Milwaukee, Wisconsin, Three Harbors Council serves more than 3,700 youth and families in Kenosha, Milwaukee, and Racine Counties through the dedicated volunteerism of more than 1,700 adult Scout Leaders. The Scouting program is delivered in partnership with 182 community-based program sites across the three counties including schools, churches, and civic clubs. The council operates Camp Oh-Da-Ko-Ta, a 168-acre Scout camp near Burlington, Wisconsin.

Vision: Scouting America will prepare every eligible youth in America to become a responsible, participating citizen and leader who is guided by the Scout Oath and Law.

Mission: The mission of Scouting America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Law.



To learn more about Three Harbors Council, please visit: <https://www.threeharborsscouting.org/>

The Director of Development position is an exciting and challenging opportunity for a highly motivated, energetic individual who is eager to help grow the Scouting program. The position will give leadership and direction to fundraising campaigns including individual and corporate gifts, annual campaigns, special events, foundations, and product sales. The position will develop strategies and implement tactics to increase volunteer engagement and philanthropic support.

As a member of Three Harbors Council's Leadership Team, the Director of Development reports to the Scout Executive/CEO and will be responsible for the oversight of the Special Events Coordinator. The position will work to build strong internal and external relationships, working closely with staff, volunteers, board members, donors, and Scouting alumni to support fundraising efforts of Three Harbors Council. The position also oversees marketing and communication efforts to support the Council in growing its positive impact in the community.

PRIMARY DUTIES AND RESPONSIBILITIES

Primary Duties

- Develop and execute a comprehensive fundraising plan, including cultivating individual, corporate, and foundation donors, as well as exploring new avenues for fundraising opportunities.
- Build and maintain strong relationships with key stakeholders, including current and potential donors, community leaders, and corporate partners.
- Collaborate with the council's Leadership Team and board members to develop strategic fundraising initiatives, campaigns, and events.
- Research and identify prospective donors and event sponsors, preparing compelling proposals and presentations to secure financial support.
- Serve as a visible and engaged ambassador for Scouting by actively participating in civic organizations and maintaining a strong presence at community events.
- Stay updated on emerging trends and best practices in nonprofit fundraising, incorporating innovative approaches to enhance the Council's development efforts.

Specific Responsibilities

- Provide strategic oversight of the annual Friends of Scouting Campaign, foundation cultivation, and annual grant requests and reporting
- Lead planning and execution of special event fundraisers including:
 - Leadership Breakfast
 - Golf Tournament
 - Distinguished Citizen Award Dinner in Milwaukee
 - Distinguished Citizen Award Luncheon in Racine/Kenosha
 - Eagle Scout Recognition Ceremony
- Lead and manage relationships with local United Way organizations
- Direct capital fundraising efforts to support camp improvement projects
- Work with the Special Events Coordinator to lead the council's product sales, including Popcorn and Wreath Sales.
- Serve as the staff liaison to the Endowment Committee and oversee the annual Heritage Society Reception for endowment donors
- Lead council's marketing and communications strategy, including public relations and crisis communications
- Serve as the staff liaison to the Marketing Committee and oversee development of marketing collateral to support fundraising initiatives
- Lead planning and execution of the annual Scouting Alumni & Eagle Scout Reception
- Oversee Blackbaud CRM system management and ensure timely donor acknowledgement processes

ATTRIBUTES AND QUALIFICATIONS

- Strong interpersonal communication skills, with the ability to effectively engage and inspire a wide range of stakeholders.
- Exceptional organizational skills, with the ability to multitask and manage competing priorities.
- Experience leading event planning, fundraising, marketing, or sales experience.
- The ability to mobilize and inspire high-level community volunteers.
- Highly organized, disciplined, and detail-oriented approach.
- Exceptional written and verbal communication skills.
- Strong follow-through and the ability to meet ambitious deadlines.
- Collaborative leadership style with a passion for teamwork.
- Ability to travel locally and regionally, with some evening and weekend availability.
- Passionate about supporting the mission of Scouting America.

COMMITMENTS FROM THREE HARBORS COUNCIL

Three Harbors Council is an Equal Opportunity Employer and Service Provider. Our programs, services, and employment are available to all individuals on an equal basis regardless of race, color, religion, sex (including pregnancy), national origin, age, disability (including those with sight or hearing impairments), marital status, sexual orientation, gender identity, arrest or conviction record, the ability to speak English and any other category protected by federal or state law.

The annual salary range for this leadership position begins at **\$90K** and offers a generous suite of the following benefits:

- 12 Paid Holidays and paid vacation of up to 24 days per year based on years of service
- \$3,600 annual vehicle stipend plus additional \$.18 per mile reimbursement for business travel
- \$600 annual personal cell phone stipend
- 403b Retirement Savings Plan; Employer matches 50% of the first 9% of employee contributions
- Health, Dental and Vision Insurance Packages
- Health Savings Account with one-time \$500 Employer Contribution for new accounts
- Employer paid Basic Life insurance up to 1x Annual Salary
- Child, Spouse and Additional Employee Life Insurance options
- Annual training and career development through Scouting America
- Short Term and Long-Term Disability

INSTRUCTIONS FOR APPLICANTS

For full consideration of this position, please email all items below, combined into one document, to THC@leadingtransitions.com, attention: Mindy Lubar Price, President & CEO, Leading Transitions LLC, 1345 N. Jefferson St., Suite 350, Milwaukee, WI 53202 no later than **5:00 p.m. CST on May 22, 2026**:

- A letter demonstrating your qualifications for the Director of Development position that includes your interest in the mission of Three Harbors Council, and a description of your salary parameters,
- A detailed and updated resume and,
- The names of, your relationship to, and contact information for three professional references.
** References will not be contacted until a candidate has been notified.

Please note:

- Employment offers are contingent upon clear results of thorough background and reference checks.
- All inquiries and interactions with potential candidates are kept in strict confidence.
- This position will remain open until it is filled.

Leading Transitions is committed to the vitality of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring great new opportunities.

