Position Title: Development Director, Midwest Region
Reports to: Vice President of Development
Salary Range: $130,000 - $145,000 (commensurate with experience)
Location: On-site at the TMS Headquarters, Downtown Chicago

Why This Role Matters

Thomas More Society is a national nonprofit public interest law firm dedicated to restoring respect in law for life, family, and freedom. Our attorneys provide pro bono representation from local trial courts all the way to the U.S. Supreme Court. We represent major prolife organizations and dedicated sidewalk counselors to brave teachers and faith-based individuals. Every case is made possible by donors who share our convictions. As Development Director, you will build lasting relationships with those donors and give them a direct stake in defending life, family, and freedom. Join us to make a lasting impact in a role where your passion for our mission can help renew our culture.

What You'll Do

You will lead major and planned gift fundraising across Chicagoland and the Midwest, sustaining and growing gifts of $5,000+ while bringing new donors into deeper partnership with TMS. Your responsibilities will include:

- Managing a portfolio of approximately 150 major-gift prospects and donors, using a moves management approach to identify, qualify, cultivate, solicit, and steward each relationship.
- Meeting with donors in person and virtually, with a goal of 120 substantive visits per year across the Midwest region [ND, SD, MN, NE, IA, KS, MO, WI, IL, IN, MI]. Approximately 50% to 60% travel.
- Personally soliciting major gifts and partnering with TMS leadership and attorneys on top-level asks.
- Identifying and advancing planned giving, IRA, Foundation grants, and donor-advised fund gifts.
- Writing compelling proposals, solicitations, impact reports, and appeal letters.
- Properly thanking donors for their investment in the TMS mission.
- Successfully plan and manage local donor receptions, events, and gatherings.
- Attend local events within region for networking and cultivating relationships.
- Working with the Marketing and Legal teams to translate case work into donor communications and campaigns.
- Tracking activity and results in DonorPerfect and reporting on key metrics.

What Success Looks Like in Year One

The Development Director for the Midwest Region, with the assistance of the VP of Development, will identify and qualify their portfolio within the first 90 days. In year one, the Development Director should raise at least $300,000, have communicated with everyone in their portfolio (by text, mail, email, or personal visit), and have at least 90 visits; identify events to attend and new prospective donors; be proficient in communicating current cases and impact to donors.

What You Bring

- [7+] years of frontline fundraising experience, with a record of personally securing major gifts of $10,000+ from individuals and foundations. Six figure and seven figure gift asks is a plus.
- Experience building and managing a donor pipeline against measurable goals.
- Familiarity with planned giving vehicles, or a strong desire to develop that expertise.
- Excellent writing and presenting skills, with the ability to explain complex legal work in terms that move donors to act.
- Warmth, discretion, and the ability to build trust with donors of many backgrounds.
- Proficiency with donor databases (DonorPerfect preferred).
- Bachelor's degree preferred. CFRE a plus.

Mission Alignment

Because you will represent TMS's convictions to donors who share them, this role requires:

- Wholehearted support for TMS's positions on life, family, and freedom.
- An active faith life in accord with Christian teaching.

What We Offer

Thomas More Society provides a generous benefits package for its full-time employees:

- Medical, Dental, Vision – TMS covers 90% of premiums
- Life Insurance
- Flexible Spending Account or Health Savings Account
- Commuter benefits pre-tax (Transit and Parking)
- Short-term / Long-term Disability
- 401(k) with TMS employer match
- 12 paid holidays in addition to employee PTO package
- Annual retreat and professional development reimbursement
- Fitness Club membership at our Chicago headquarters

To Apply

Send your cover letter and resume to employment@thomasmoresociety.org, describing your fundraising results and what draws you to TMS's mission.