



Job Posting Centro Tyrone Guzman

Title: Development Director

Salary: \$80,000 - \$87,000 plus benefits

Location: Minneapolis, MN. Hybrid work policy is in place.

Posted Date: March 21, 2025

About Centro Tyrone Guzman: Founded in 1974, Centro Tyrone Guzman (Centro) stands as Minnesota's oldest multi-service Latine organization. Centro is more than an organization – we are a bilingual, multicultural home where the Latine community finds strength, builds power, and creates lasting change. Today, as our community faces unprecedented challenges and opportunities, Centro serves 3,000 individuals annually with culturally responsive programs and has demonstrated strong growth:

- **Financial Growth:** Revenue increased from \$1.72M in 2019 to \$3.4M in 2024.
- **Funding Partnerships:** Expanded multi-year grants and foundation partnerships while maintaining limited federal contracts (less than \$300K in 2024).
- **Individual Donors:** Developed a strong base of engaged supporters and partners over five decades that offers great potential for growth and donor cultivation.
- **Community Impact:** Expanded programming across the lifespan, including infant and maternal health services; Siembra Montessori early learning school; youth programming; and services for elders and care partners. Visit www.centromn.org for more information.
- **Innovation:** Led the development of new approaches, including the only Montessori school in Minnesota for Latine children living in poverty; an intergenerational social enterprise; and Minnesota's first culturally specific curriculum to support Spanish-speaking care partners of elders with dementia.

Opportunity & Position Summary: Centro is poised to expand its impact and deepen its commitment to lasting change. We seek a passionate, relationship-driven, strategic Development Director who thrives on growth, takes initiative, speaks Spanish, and is deeply connected to the Latine community. Reporting to the Executive Director with two direct reports (a longtime Grant Writer and a Marketing and Communications Specialist), this leader will drive fundraising strategy, diversifying revenue through individual donors, institutional funding, corporate support, and events. This role is ideal for someone eager to establish systems, build sustainable development infrastructure, and grow a department. With a potential capital campaign ahead, this is a unique opportunity for a multilingual development professional to shape Centro's next chapter.

Key Responsibilities:

Strategic Leadership & Fundraising Development: Lead the creation and execution of a comprehensive fundraising plan to expand and diversify Centro's funding base. Identify and pursue new funding opportunities aligned with Centro's mission and strategic priorities. Establish data-driven reporting systems to assess fundraising effectiveness and guide

decision-making. Partner with the Executive Director and Board to advance financial sustainability goals.

Capacity Building & Philanthropy Culture: Mentor board members and volunteers, equipping them with fundraising best practices and confidence in donor engagement. Implement policies and procedures that strengthen Centro's fundraising infrastructure and foster a culture of philanthropy across the organization.

Individual Giving & Donor Engagement: Design and implement Centro's individual giving program, guiding donor acquisition, retention, and upgrades. Identify, cultivate, and steward major donor prospects. Use data and storytelling to craft compelling appeals and communications. Develop donor recognition and stewardship programs to deepen engagement.

Events & Corporate Support: Expand corporate fundraising efforts by securing sponsorships and in-kind donations. Build on the success of Centro's 50th-anniversary event by establishing an annual fundraising event to engage donors and diversify revenue.

Institutional Fundraising: Oversee foundation and corporate partnerships, working with the grant writer to guide strategic positioning and proposal development. Maintain strong relationships with current institutional funders while identifying and securing new funding opportunities. Ensure grant compliance and reporting.

Development Operations: Establish and maintain efficient fundraising systems and processes, including donor database management, accurate record-keeping, and timely acknowledgments. Implement tracking and reporting mechanisms for fundraising metrics. Ensure compliance with fundraising regulations and best practices while managing the development budget effectively.

Experience & Qualifications

- Bachelors degree or comparable experience.
- 3+ years in nonprofit fundraising, sales, or business development.
- Proven success securing major gifts, corporate sponsorships, or high-value sales.
- Exceptional communication skills for crafting compelling proposals and outreach.
- Strong relationship-building experience with donors, sales leads or corporate partners.
- Strategic, entrepreneurial mindset with a passion for innovative fundraising.
- Proficiency in donor management systems (e.g., eTapestry, CRM platforms).
- Deep commitment to social justice, racial equity, and Latine community empowerment.
- Spanish proficiency and cultural competency with the Latine community.
- Experience in capital campaign planning and special event fundraising preferred.

How to Apply: We're excited to hear from you! Share your story by sending your resume and cover letter as a single PDF to admin@mightyconsulting.org with "Development Director Application" in the subject line. In your cover letter, please tell us:

- What draws you to Centro's mission and the Latine community
- A highlight or two from your fundraising journey that you're proud of
- Why you're excited about joining Centro at this moment

To be included in the first round of review please submit your application by April 13. We encourage early submissions.