

Bread & Roses Community Fund Seeks Director of Donor Relations and Development Communications

Overview:

Founded in 1977, Bread & Roses Community Fund is a social justice fund and the Philadelphia region's leading funder of grassroots organizing for racial, social, and economic justice. Bread & Roses focuses on change, not charity™ with the expressed goal of radically transforming society to make it more equitable and accessible for all. Bread & Roses is seeking a Director of Donor Relations and Development Communications to craft, implement, and oversee a development and donor stewardship strategy with a strong communications component in partnership with the board, staff, and volunteers. With the end goal of providing financial support to movements for change, the Director will communicate Bread & Roses' mission in compelling ways to multiple audiences, including current, prospective, and lapsed donors; activists and organizers; ally organizations; other funders; and the media. The position reports to the Executive Director and works closely with the Senior Leadership Team, the Board of Directors, and volunteer committees.

About Bread & Roses Community Fund:

Bread & Roses Community Fund inspires people to take collective action and create real change in their communities, the Philadelphia region, and beyond. We raise money through donations of all sizes and make grants using a community-led decision-making process. Our grants go to local groups working for good schools, fewer prisons, better jobs, a safe environment, quality health care, and

more. Bread & Roses has grown significantly in recent years, with heightened attention to issues of social, racial, and economic justice, due to the impact of the pandemic, and in the aftermath of the murder of George Floyd. In March 2023, Bread & Roses was awarded more than \$500,000 to support grassroots organizations in West Philadelphia through a settlement with the City of Philadelphia over the police response to racial justice protests of 2020.

Competitive Candidate Profile:

Highly favorable candidates for this position will have an ardent passion for social justice, share Bread & Roses Community Fund's vision of liberation for all people, and champion our approach of building movements as the key strategy for transforming society. They will have significant experience with the key elements of donor relations: stewardship, acknowledgment, recognition, and engagement. They will be skilled in major gifts fundraising and/or other forms of revenue generation that are based on cultivating deep relationships with donors, customers, and/or partners. They will demonstrate excellent people, planning, and project management skills and have the proven ability to connect authentically and deeply with a wide range of audiences including staff, donors, board members, and volunteers representing a wide range of diversity across race, class, and other demographic factors. They will possess excellent verbal, written, and digital communications skills, and present the ability to take initiative and proactively seek out, identify, and pursue opportunities to increase fundraising results through prospecting, donor cultivation, and relationship management.

Professional Characteristics: Required / Desired Skills:

1. Minimum seven years of fundraising experience from individuals and major donors or transferable experience gained through other revenue-generating activities that required significant relationship building and management.
2. Minimum five years of progressively responsible experience providing management and supervision, with solid experience in a senior leadership role.
3. Demonstrated ability to build trust, credibility, and goodwill with a wide range of audiences and across differences.
4. Project management and planning skills as evidenced by the ability to successfully carry out multiple tasks and projects simultaneously.
5. Able to motivate people and hold them accountable.
6. Able to communicate effectively across all platforms and channels with the ability to tailor methods and messages to effectively reach diverse audiences.
7. Demonstrated track record with digital marketing, writing, and web content.
8. Proficiency with CRMs (customer relationship management systems); demonstrated experience learning and using a CRM for fundraising and communicating.
9. Wholehearted alignment with Bread & Roses' mission and methodologies.

Key Responsibilities:

Donor Relations and Fundraising

- Lead all aspects of the resource development function, including managing donor relations through every stage of the full donor cultivation cycle. This includes overseeing and integrating all aspects of individual and major gifts fundraising; the planned giving program; the monthly donor program; workplace giving; special events; endowment building; donor-advised funds; recruitment, training, and management of volunteers; strategic communication. They will be responsible for the content and mechanics of donor acknowledgment and all development-related documentation and reporting.
- Develop and implement the organization's overall development strategy and annual development plan in collaboration with the Executive Director and development committee. Engage with and provide support to the Executive Director and board members to meet fundraising goals.
- Manage operations and systems related to the donor cultivation cycle, including managing donor information and other record-keeping.
- Determine best practices for philanthropic and community engagement efforts and partner with staff and constituents to define and implement new initiatives in fundraising and resource development.
- Develop and maintain close working relationships with members of the philanthropic community and community partners.

Communications

- Work with the Executive Director to evolve the case for support for individual donors and foundations.
- Communicate with donors and prospective donors, craft compelling written materials including print and online appeals, newsletter articles, email announcements, grant proposals and reports, and acknowledgment letters.
- Oversee all donor-related communications efforts, both electronic and print,
- Set and maintain organizational brand and style guide; oversee consistency of written and visual materials.
- Build the organization's public profile as a thought leader on local movements for change and their intersections as well as social change philanthropy.

Events

- Partner with staff, board members, and volunteer planning committees to plan and execute annual fundraising events.
- Oversee the planning and execution of educational and engagement opportunities for donors and other community members.

Management

- Manage and supervise three full-time development and communications team members as well as volunteers and student interns.
- Manage relationships with external consultants as needed.

Compensation:

\$110,000-\$130,000 annually, with a competitive benefits package that includes paid time off, 100% employer-paid health, dental, and vision coverage, short-term disability, long-term disability, life insurance, FSA for health and childcare expenses, an employer-paid health and wellness fund, student loan repayment assistance, 401(k) with an employer match, and more.

Organizational Information:

The Director of Donor Relations and Development Communications reports to the Executive Director and serves on the Bread & Roses Community Fund Senior Leadership Team.

Relevant Financial Information:

Founded in 1977 as a collective of organizers, activists, and donors, Bread & Roses Community Fund is a home for channeling money to movements for real change in the Philadelphia region. To date, Bread & Roses has unleashed more than \$17 million to local grassroots groups taking collective action toward the liberation of all people.

Service Area / Industry Information:

Bread & Roses Community Fund is headquartered and operates in the Philadelphia region. Bread & Roses raises money through donations of all sizes and makes grants using a democratic, community-led decision-making process. Bread & Roses grants go to local groups working for good schools, fewer prisons, better jobs, a safe environment, quality health care, and more.

Notes / Additional Information:

This is a full-time, in-person position based in our Philadelphia office with the potential for hybrid work as team needs allow. Regular hours are Monday to Friday, 9:00 am to 5:00 pm, and this position requires working occasional evenings and weekends. Bread & Roses has COVID-19 safety protocols in place and updates them in accordance with city, state, and federal guidelines.

Bread & Roses strongly encourages Black people, Indigenous people, people of color, women, trans/non-binary people, LGBTQ people, elderly people, formerly incarcerated people, and people with disabilities to apply.

Email your resume to Kenille Daniel at BRDC@diverseforce.com by April 19, 2023. This is the final date for applications. Please disregard the dates noted elsewhere on the job site. Confirmation of receipt of an application will be sent by return email. No phone calls, please.