

## Development Director

### Job description

The Development Director (DD) will lead the overall strategic growth and sustainability of FORCE: upsetting rape culture.

In collaboration with the staff and the Operations Board, the DD will create and implement an annual development plan to meet FORCE goals. She/ he/ they will be responsible for planning and implementing fundraising activities that cultivate major funding sources and developing new fundraising opportunities, with a connection to FORCE's programming and movement building. The DD will research, initiate, and develop relationships with major donors (individuals, corporations, business and foundations), lead communications around fundraising and development, and lead a variety of fundraising strategies. They will participate and contribute to the FORCE collective through their work. As part of this position, they will be expected to contribute to the emotional and spiritual health of FORCE as a collective organization.

### Key Responsibilities

- Support and partner with the staff collective, Assistant Director of Development, and Operations Board members in all major fundraising initiatives.
- Specific development focus is on cultivating and maintaining current and potential major individual donors, grant making organizations, and business leaders.
- The Development Director will have primary responsibility for establishing and implementing a comprehensive development strategy to grow the budget through the solicitation of major gifts, federal, state and international grants, special events, and corporate and foundation support.
- She/he/they will expand and diversify our donor base and work to secure funding for new initiatives.
- Develop and execute all grant proposals; write and archive all proposals with a long-term relationship-management approach.
- Oversee research funding sources and trends, with foresight, to help position FORCE ahead of major funding changes or trends.

- Monitor all donor information; provide and present statistical analysis to board and senior leaders.
- Develop and implement a stewardship program aimed at cultivating deeper ties with donors.
- Design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support.
- Search for international grants.
- Develop, review, and advise on communications materials or initiatives that support fundraising goals, including social media, event brochures, annual giving direct mail, and e-campaigns, etcetera.
- Directly solicit leadership and major gifts through individual face-to-face meetings with donors and prospects. Position the Operations Board to make solicitations when appropriate.
- Establish a Planned Giving Program; build messaging to share with prospective donors on planned giving opportunities.
- Participate in collective staff meetings, strategic planning, and feedback circles.
- Connect development efforts with FORCE programming and movement building.

#### **Ideal Candidate has:**

- Demonstrated an understanding of the connection between fundraising, social justice and movement-building.
- Experience and/or interest working as part of a collective, vs a more traditional nonprofit structure.
- Experience fundraising for social change organizations and familiarity with the philanthropic community in the Baltimore region are strongly preferred.
- Experience working with fundraising databases and software.
- Leadership expertise in identifying and implementing best practices.
- Worked on budget, technical and financial management in previous roles.

# force

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- Ability to build and maintain relationships with a wide array of people with diverse backgrounds.
- Problem solving and creative solutions skills.
- Effective solutions to develop and implement systems, policies and procedures.
- Ability to effectively engage, develop and motivate program staff.
- Care for the spiritual and organizational health of FORCE, including enthusiasm for working in a collective structure.

All applicants should review FORCE's collective values before applying.

<https://themonumentquilt.org/about/values/>

## Hiring Timeline

- Applications accepted between July 1 - August 31.
- Applicants will be contacted on a rolling basis until September 15. A shortlist will be contacted by the FORCE Collective at that time.
- Start Date for the position is October 15.
- \$50 k and good package benefit, artistic sabbatical, vacations.

## How to Apply

Send a resume, a brief statement of interest, and a relevant work sample of grant writing and developmental work to Priya Bhayana [priya@restorativeresponse.org](mailto:priya@restorativeresponse.org), Trina Gilliam [trinagillim@gmail.com](mailto:trinagillim@gmail.com) and cc [upsettingrapeculture@gmail.com](mailto:upsettingrapeculture@gmail.com)

Thank you for your interest!