



DIRECTOR OF DONOR ENGAGEMENT

THE OPPORTUNITY

Justice Outside advances racial justice and equity in the outdoor and environmental movement. We shift resources to, build power with, and center the voices and leadership of Black, Indigenous, and People of Color. We envision a just world where Black, Indigenous, and Communities of Color experience safety, health, and abundant joy through meaningful relationships with one another and the outdoors.

We have reached an exciting time in our organization's history. Against a backdrop of increased urgency around racial equity and broad shifts in public consciousness in support of dismantling systemic racism, the need and demand for our work is greater than ever. Our systems change approach includes grantmaking, anti-racism training, career pathway development, and capacity-building. We center the voices and leadership of Black, Indigenous, and People of Color, and work to ensure a future where the healing benefits of nature are equally accessible to all.

The Director of Donor Engagement is an exciting opportunity for someone to bring their creative, entrepreneurial fundraising leadership to direct a new approach to our donor engagement.

POSITION SUMMARY

The new Director of Donor Engagement will create and implement development strategies that enhance relationships with our donors, increase overall support from individual donors, and expand the donor base to support programmatic needs and campaign goals. These efforts will include managing our e-campaigns and direct mail, cultivating donors, supporting organizational fundraising events, and managing donor data and tracking.

Reporting to the Chief Advancement Officer and working closely with the Development team, the new Director will oversee the development, management, and implementation of an individual donor stewardship plan including working with our Board of Directors and a team of program alumni who support donor engagement.

KEY RESPONSIBILITIES

Managing Individual Donors

- Nurture a culture of philanthropy, reflecting our core values in all interactions with donors, volunteers, and supporters while complying with the highest standards for ethical fundraising.
- Create effective and tailored development appeals as part of the overall development plan.

- Manage the implementation of email, direct mail, and texting campaigns, list management for appeals and communications, and work effectively with development vendors.
- Increase donor revenue among mid-level and lower-level current donors.
- Develop and implement individualized stewardship strategies to engage and retain current mid-level Justice Outside donors.
- Identify, engage, and cultivate new donors, including program alumni, via events and other community engagement activities in order to build a robust pipeline.
- Support annual overall fundraising goals via engagement with corporations and foundations who support our mission.
- Represent Justice Outside externally when appropriate, promoting the mission, values and agency programs in the community.

Leading Donor Communications & Stewardship

- Serve as donor communications and stewardship project manager, creating a well-rounded donor stewardship plan to increase donor retention that also includes managing donor engagement volunteers.
- Develop and implement donor communication strategies, including calendars and timelines.
- Create donor-centric communications to be used in Justice Outside communications including social media, to support the organization's fundraising goals.
- Incorporate best practices from digital communications into outreach strategies.
- In collaboration with colleagues and program staff, collect program stories that highlight the impact of a gift to Justice Outside for use in donor and general communications.

Data Management & Reporting

- Maintain accurate and complete records of all communications with donors.
- Track, monitor, and report campaigns and annual fund performance against budget.
- Partner with colleagues for accurate and timely gift entry and receipts.
- Provide accurate, timely information regarding current fundraising progress to leadership.

Supporting Special Events

- Support fundraising events with outreach to donors and prospects.

OUR IDEAL CANDIDATE

- 5+ years of non-profit development and fundraising required, including demonstrated success and growth in development related activities over time.
- Passion for Justice Outside's mission and vision, including demonstrated commitment to advancing equity, diversity, and justice.
- Self-starter with an enthusiasm and interest in expanding Justice Outside programs.
- Demonstrated experience and success in developing positive, long-term relationships with donors, volunteers, or supporters and ability to deliver donor-centric solutions.
- Ownership and strong attention to detail, problem solving skills, and demonstrated ability to be flexible and follow through on commitments.

- Highly organized with strong ability to multitask and prioritize work in a face-paced setting.
- Exceptional written, verbal, and interpersonal communication skills.
- Flexible and adaptable to change while maintaining warmth, a positive attitude, and humor.
- Brings honesty, integrity, and authenticity to all projects and relationships.
- Commitment to racial equity and ability to relate to and work with individuals from diverse backgrounds.
- Ability to work independently and as a collaborative member of a team.
- Experience using donor management software.

OUR TEAM

We work hard and we love to learn. You will join a collaborative team of self-motivated leaders who value equity, cultural relevancy, and inclusion as building blocks for effective work to advance our urgent mission. We rely on creativity, flexibility, listening, critical thinking, and humor to bring out the best in each other and our training participants. As we pursue our vision of a world where all communities can experience the joy from meaningful outdoor opportunities, we meet individuals where they are.

COMPENSATION AND BENEFITS

Salary for this role begins at \$85,000. Our comprehensive benefits package includes generous paid time off, paid health and dental premiums, a supportive team culture, and support for individual professional development activities. Opportunity to join an employer-sponsored retirement plan.

ATTRACTING CANDIDATES FROM ALL BACKGROUNDS

Justice Outside strongly encourages people from all backgrounds to apply for open positions. Most importantly though, no matter your background, the person selected for this position must embrace, advocate for, and deeply value racial equity and inclusion.

LOCATION

We are open to candidates from all locations. We continue to work remotely at this time.

TO APPLY

Please send a resume and thoughtful cover letter to Kate Capossela, Search Consultant to Nonprofits, kate.capossela@gmail.com.