



Development Director Raleigh, NC

Ask yourself

Are you an advocate for second chances? Do you see the inherent power within each individual to define their own future? Are you ready to rally a community of givers around women whose past mistakes don't limit who they can become?

Are you a fundraising and development leader who inspires and engages people from all walks of life? Are you ready to apply your natural relationship building and process management skills to grow support for an organization that empowers women to lead strong, productive lives during and after incarceration?

Why?

Arise Collective (formerly Interfaith Prison Ministry for Women) – a 501(c)(3) nonprofit organization with a mission to equip women with the tools and support they need to heal, grow and thrive while in prison and in the communities to which they return – is in search of its next Development Director.

Reporting to the CEO, the Development Director will be a vital part of the Arise Collective leadership team and will enhance the organization's capacity to sustain its exciting work in support of justice-involved women.

Whether you are seasoned development professional looking for a meaningful opportunity to apply your skills, or an up-and-coming fundraising specialist and passionate advocate who has had success building a resource development program, we want to hear from you!

What will you do as Arise Collective's next Development Director?

The Development Director will be an experienced fundraising professional who can create a development department and execute a philanthropic vision that will sustain and expand Arise Collective's mission and reach. This position will work closely with the CEO and interact regularly with other staff and volunteers. The Development Director will have substantial contact with key stakeholders, including members of the board of directors and its committees, clients, community members, other volunteers, donors, funders, and partners.

Specific responsibilities of the Development Director will include:

- Developing, managing, and implementing the fundraising strategy of the organization, with emphasis on diversifying and expanding the donor base
- Serving as a strategic thought partner with the CEO to ensure the organization raises sufficient funds to meet annual operating and capital fundraising goals
- Ensuring the successful implementation of industry best practices in pursuit of excellence in all facets of resource development operations, particularly donor research, cultivation, stewardship, retention, and solicitations
- Driving annual, major donor, capital, and other campaigns
- Setting up the CEO and board members for successful donor meetings and solicitations
- Developing and maintaining a personal portfolio of prospective donors and funders





Development Director Raleigh, NC

- Working closely with the CEO, volunteer External Affairs committee and subcommittees, board of directors, Communications Manager, and Grant Writer to identify, build relationships, and communicate effectively with donors and other charitable sources
- Working with a board and staff team on the production of mission-centered special events that raise awareness and funds for the organization
- Sustaining a philanthropic spirit and unified sense of purpose among all staff, board members, other volunteers, donors, and partners
- Creating and presenting proposals for consideration, according to the donor's or foundation's interests and financial circumstances
- In conjunction with a part-time database assistant, ensuring the accuracy and timeliness of donor processing, data, and communications
- Developing and managing the fundraising and marketing budgets

Why Arise Collective?

Arise Collective is a unique organization operating at the nexus of prison chaplaincy, women's issues, and social justice, and operates with a set of core values that include empowerment, intentionality, caring, dignity, inclusiveness, and compassion. The organization recently added a comprehensive and holistic reentry program for formerly incarcerated women and celebrated its 40th anniversary in 2020.

Arise Collective has an annual operating budget of \$1.8 million and a growing staff of 11 and board of 13 individuals. The organization is funded through foundation grants, individual donations, faith-based giving, and service-based contract income.

Want to know more? Visit Arise Collective's website at <http://www.ipmforwomen.org/>.

Key lived experiences, attributes, and skillsets sought in the Development Director

Success in the Development Director role requires that the candidate demonstrate qualifications that include:

- Passion for and willingness to support Arise Collective's mission, vision, values, and work
- An inclusive, empathetic worldview and skill working across lines of difference
- Experience developing and executing resource development programs, including prospect identification; donor cultivation, solicitation, and stewardship; and special events
- Direct experience soliciting and securing gifts and grants from individuals, foundations, businesses, corporations, and faith-based organizations, both individually and in partnership with organizational leadership, with a proven track record of achieving revenue targets and/or performance metrics
- Ability to create a departmental infrastructure that ensures efficient, sustainable and effective development and fundraising operations
- Experience researching, managing and analyzing donor data to improve fundraising outcomes





Development Director Raleigh, NC

- Excellent interpersonal, communication (both verbal and written), and negotiating skills to interact and work collaboratively with a broad range of individuals in a professional and pleasant manner
- Ability to complete work according to fixed deadlines and comfortable with responding quickly and flexibly to changing conditions and situations
- Initiative, self-motivation, and results orientation, with the ability to set priorities and work on numerous projects concurrently
- Strong organization skills, accuracy, and a personal desire to set and meet high standards of performance
- A drive to maintain ethical and organizational values, norms, and standards in job-related activities
- Active participation in and facilitation of team effectiveness
- Technical proficiency using general office software and database programs
- Ability to operate in a fast-paced, entrepreneurial environment – sometimes under pressure – while remaining good-natured, resourceful, and efficient
- High level of maturity, integrity, professionalism, discretion, sound judgment, tact, confidentiality, and self-care

The ideal Development Director applicant will enhance their candidacy by demonstrating preferred skills, experience, and attributes that include:

- Understanding of, curiosity about, and interest in issues affecting justice-involved women
- Experience working in a similar role in a nonprofit organization
- Experience in building a development department from the ground up
- Experience and proficiency with grant writing
- Formal education and/or certifications in resource development/fundraising
- Understanding and appreciation of equity issues, and desire and humility to grow and learn with the team
- Willingness to extend kindness, compassion and accountability to oneself and others
- Sense of humor and ability to have fun

This position requires ordinary ambulatory skills sufficient to visit other locations, as well as the ability to stand, walk, stoop, kneel, crouch, and occasionally manipulate (lift, carry, move) light to medium weights of 10-30 pounds. The work requires good hand-eye coordination, arm, hand, and finger dexterity, including ability to grasp, and visual acuity to use a keyboard, operate equipment, read information, and perform basic math (addition, subtraction, multiplication, division, standard measurements). Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Arise Collective's offices are in downtown Raleigh. The organization currently operates in a hybrid (virtual and in-person) environment, and will continue in this way for the foreseeable future.

Think you are Arise Collective's next Development Director?

All applications must be submitted through Armstrong McGuire's portal at <https://www.armstrongmcguire.com/jobs> by selecting the position title. Please provide all requested information to be considered. In case of any technical problems, contact



Development Director Raleigh, NC

staci@armstrongmcguire.com. To ensure an equitable process, no applications will be accepted by email.

Review of candidates will begin in January 2023 and continue until the position is filled.

Salary is commensurate with the requirements of the position and begins in the \$80K range. Arise Collective has a generous benefits package that includes medical, dental, and vision benefits, retirement plan with match, pre-tax benefits, generous paid time and leave, and other organizational benefits.

Arise Collective is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age, record of arrest or conviction, or any other characteristic protected by law. Formerly incarcerated, justice-involved, or justice-impacted individuals encouraged to apply.