As a collaborative of congregations united in action, we create homes and advance equitable housing.

**Vice President of Advancement and Communications**

**The Organization**

Beacon Interfaith Housing Collaborative has a vision that ‘all people have a home’. We are an experienced housing organization that operates supportive and affordable homes, develops affordable and supportive housing, shelters families, and organizes to impact housing policy. Our focus is on households who make less than $30,000 a year and those who are experiencing homelessness. The nearly 100 congregations who make up our collaborative are putting their faiths into action through leadership, advocacy, organizing, and service.

At Beacon we believe that systemic racism causes housing inequities. As a learning organization we are interested in adding individuals who hold high levels of cultural competency and who are willing to learn and work with others to deepen our capacity to address bias and racial inequities. Visit our website for more information about our strategies, programs and how our values of risk taking, race equity and inclusive decision making supports our learning and continued evolution.

The Beacon office is located on University Ave & Highway 280 (along the Metro Green Line), convenient to both Minneapolis and St. Paul. For more information, check out [www.beaconinterfaith.org](http://www.beaconinterfaith.org).

**The Position**

The Vice President of Advancement & Strategic Communications will head Beacon’s Advancement & Communications teams. This is a key leadership role that will build upon Beacon’s existing success and advance the organization forward towards the vision “All people have a home.” The Vice President of Advancement & Communication leads Beacon’s efforts by aligning communications and advancement goals for donors, congregations, and coalition partners in action.

In collaboration with the CEO, and their division staff, the Vice President grows private funding in a sustainable manner to advance the community impact of Beacon. Developing communications strategy to inspire action in advocacy and fundraising. Supports the organizational goals to reduce homelessness and housing instability for people with the lowest incomes until all people have a home.

[www.beaconinterfaith.org/careers](http://www.beaconinterfaith.org/careers)

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Beacon is completing its first comprehensive campaign of $12 million in 2022 which has increased private funding by 40%. To fund our transformative community impact, our goal is to continue this upward trajectory by another 25% over the next three years.

**Roles and Responsibilities**

The Vice President has three direct reports and eight indirect reports.

**Organizational Leadership**
- Work with CEO and senior leadership team to develop organizational goals, plans, financial models, budgets, and policies
- Leads planning for and execution of new initiatives for fundraising and communications
- With the CEO, lead board committee(s) in developing goals and strategies and evaluating outcomes.
- Fosters collaboration between divisions to ensure shared organizational goals and strategies are met

**Division Leadership**
- Oversees communication of vision and impact to staff, congregations, and the public.
- Ensure multi-year planning and prioritization of resources to meet goals. Develop annual goals for the division.
- Maintains a working knowledge of significant developments and trends in the field.
- Assess staffing and resource needs to meet organizational goals.
- Ensure that the donor database and other technological resources are adequate and updated as technology evolves and division needs change

**Advancement**
- Work with the CEO and division staff to develop fundraising strategy that aligns with mission.
- Drive organizational strategy to support established growth targets for fundraising
- Ensure the development, implementation and evaluation of a long-term advancement plan that follows a sustainable approach.
- Oversee and ensure effectiveness of institutional, major, annual and planned giving programs
- Partner with internal teams to forecast and assess feasibility of fundraising strategies and goals
- Creates effective fundraising messaging that reflects Beacon’s mission, inspires staff, engages donors, and honors the diverse communities we serve

**Communications & Marketing**
- Manage Beacon brand and reputation
- Build capacity to center the voices of those most impacted by housing disparities in communications.
- Grow awareness of community housing needs and Beacon’s growing leadership in supportive housing and policy.
- Oversee the development, execution, and evaluation of an annual and long-term integrated communications plans.

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• Drive communications strategy and message development, pitch and announcement strategies.
• Assure execution of communication strategy deliver communications objectives throughout the organization.
• Maximize media opportunities and continue to develop and evolve the media relations strate

General

• Develop strong, respectful working relationships with: lenders, funders, government agency, neighborhood residents and business operators, neighborhood organization staff, and members of the population to be served in an assigned project.
• Develop and maintain productive, positive working relationships with other staff members.
• Maintain a level of flexibility with all staff, offering assistance to others as appropriate.
• Work effectively and respectfully with individuals without regard to race, color, creed, religion, national origin, marital status, political affiliation, sexual orientation, gender identity, status with regard to public assistance, membership or activity in a local commission, disability, sex and/or age.
• Work within all agency policies, government regulations and the law.
• Perform other tasks, responsibilities, and special projects as assigned or directed.

Education, Experience and Other Qualifications

• 12 or more years of career experience in communications or advancement/fundraising (ideally both)
• 5 or more years of strategic organizational planning including change leadership
• 3 or more years of team leadership including coaching, mentoring, leading and managing organizational change
• Experience moving Diversity, Equity & Inclusion strategies into organizational action with clear outcomes
• Experience leading and developing diverse staff and volunteer teams with ability to facilitate and engage in difficult conversations, to listen, to help build alignment and agreement, and to move people to action
• Familiarity with emerging fundraising trends and approaches and comfort running with promising ideas, experimenting, and adapting as work progresses and new insights emerge
• Ability to align objectives to the right tactical approaches for effective communications and fundraising
• A collaborative workstyle with a reputation for bringing cross-departmental teams together to achieve organizational goals
• Deep interest and commitment to community and social justice issues
• Comfort in speaking with and writing about social and racial justice, faith and values

How to apply: Beacon is partnering with kp companies in this search. Applications can be submitted ONLINE HERE or if preferred, resumes and cover letters can be emailed to www.beaconinterfaith.org/careers

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Beacon has recently voluntarily recognized a union for employees. At the time of this posting, Beacon and Union Employees are engaged with and committed to a collective bargaining process with the shared goal and mission that ‘all people have a home’.

Beacon strives to be an authentically inclusive organization. As an equal opportunity employer, Beacon does not discriminate against candidates on the basis of race, color, creed, religion, national origin, sex, age, physical or mental disability, veteran status, gender identity or expression, or sexual orientation. We affirm that all people are valuable and deserve respect, we welcome diverse perspectives and backgrounds, and foster an inclusive and collaborative environment as we work together on our vision that “All people have a home”. Women, people of color, LGBTQ+ individuals, and members of other minority or marginalized groups are strongly encouraged to apply.

terra@kpcompanies.com. Please include Beacon - VP of Advancement & Communications in the subject line.

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