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

Director of Advancement

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.

The Position

The Director of Advancement leads the planning and execution of strategies to achieve sustainable growth targets in charitable giving for Beacon to achieve our community impact in shelter, homes and policy. The director develops and supports a growing advancement staff team that executes on individual giving and institutional giving and provides the infrastructure to support fundraising efforts. The Director of Advancement is part of the organizational leadership team to ensure cross-departmental alignment and support.

This is a full-time position, and is eligible for health benefits, our retirement plan, and paid-time off. The annual salary range for this position is $85,000 - $105,000. This position is currently remote due to COVID. In the future, the position may be in-office, remote, or hybrid.

Duties and Responsibilities

Strategy Development and Planning
- Work with the Vice-President to develop fundraising strategy that aligns with mission and organizational goals.
- Assist with the forecast and feasibility of fundraising strategies and goals.
- Foster the development, implementation and evaluation of a long-term advancement plan that follows a sustainable approach.
- Integrate diversity, equity and inclusion principles into our fundraising approach and work plans.
- Evaluate the strategies and actions to learn and grow our capacity.

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Management
- Manage and develop the advancement team, assuring there is an effective structure and staff have the skills, support and resources to fulfill their responsibilities.
- Develop and oversee implementation of long-term and annual work plans.
- Assure coordination of advancement with the Communications department and the broader organization to align strategy and messaging.
- Develop and manage the advancement annual budget.
- Develop annual goals and plans to reach established growth targets for fundraising.
- Ensure that the donor database and other technological resources are adequate and updated as technology evolves.

Advancement
- Ensure effective messaging, case building and language for use in all donor communications.
- Develop and execute individual and institutional giving strategies to meet sustainable growth targets.
- Develop and execute planned giving strategies to meet sustainable growth targets.
- Develop and utilize metrics to measure the effectiveness of campaigns and strategies.
- Coordinate with the congregational organizing department to ensure engagement of congregational members effectively in giving strategies.

Staff Supervision
- Build and maintain a stable high performing staff team.
- Define clear staff roles and responsibilities and prioritize work assignments to achieve departmental goals.
- Hire, evaluate and terminate staff according to organizational policies and procedure.
- Ensure that staff gets adequate training and professional development.
- Promote a positive working environment through team building and employee appreciation.

General
- 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.

REQUIRED QUALIFICATIONS
- 5 or more years of career experience in advancement/fundraising with a preference experience that includes major giving experience and donor database management.
- 3 or more years of team leadership including coaching, mentoring, leading and managing organizational change.

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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
- Experience involving congregations in carrying out the organizational mission a plus.
- Comfort in speaking with and writing about social and racial justice, faith and values

If you are excited about being part of an organization with a big goal and collaborative spirit, learn more about Beacon and this position at [www.beaconinterfaith.org](http://www.beaconinterfaith.org). Please submit a resume with cover letter to HR@beaconinterfaith.org.

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.