

## NATIONAL DIRECTOR OF PHILANTHROPY POSITION ANNOUNCEMENT

**Job Title:** National Director of Philanthropy

**Collaborating with:** Executive Director, Board of Directors, Local Advisory Boards, Regional Leadership

**Reports to:** Executive Director

**Location:** Headquartered in Charlottesville, VA, this is a flex remote position and frequent travel is anticipated to HQ and affiliate locations in Richmond, VA, Philadelphia, PA, Boston, MA. Candidates from those locations are encouraged to apply.

**Compensation: Starting salary range:** \$100,000 - \$130,000, geography may impact starting salary.

**Benefits:** Medical and Dental insurance paid in full, generous vacation and sick leave, life insurance and, matching retirement plan

### OVERVIEW OF THE FOUNTAIN FUND:

Founded in 2017, the Fountain Fund increases economic opportunities for formerly incarcerated people to improve their lives and remain in their communities. We provide low-interest loans, financial coaching, and access to reentry services, helping formerly incarcerated people build/improve their credit and achieve their self-determined goals. These goals include securing employment, affordable housing, and transportation; building their businesses; getting their driver's licenses reinstated; and paying court-imposed fines.

Since its inception, The Fountain Fund has extended over 1,200 low-interest loans to 1,000 Client Partners, totaling more than \$5.6M, accompanied by financial education and credit-building activities in Boston, MA, Philadelphia, PA, Charlottesville and Richmond, VA, and New Orleans, LA. \$2.6M has been recycled back into the community to help other Client Partners achieve their self-determined goals. When our Client Partners (borrowers) accomplish their self-determined goals, their economic opportunities increase.

The Fountain Fund centers people who have been incarcerated in all aspects of the organization, including our staff, Board of Directors, our Loan Review Committees, and our Local Advisory Boards.

### NATIONAL DIRECTOR OF PHILANTHROPY POSITION:

The Fountain Fund seeks an experienced and mission-driven National Director of Philanthropy (NDP) to lead and execute a comprehensive, multi-site fundraising strategy that supports organizational growth and long-term sustainability.

The NDP will design and execute a plan for cultivating, soliciting and stewarding individual and institutional funders across current and future sites. The NDP oversees communication efforts including printed publications to support fundraising efforts. The NDP manages the collaborative involvement in fundraising activities of the Executive Director, the National Board of Directors, affiliate Advisory Board members, an institutional fundraising consultant, a communications consultant, and future development and communications staff in delivering on these goals.

### Budget, Contributed Income and Growth:

The NDP will play a critical leadership role in raising capital to deepen services in current affiliates and support future expansion/scaling. This includes achieving annual revenue goals of approximately \$5.15M, including \$2.74M in operating revenue and \$2.4M in loan capital.

## RESPONSIBILITIES:

### Strategic Growth, Funding, and Team Management

- Lead and achieve annual fundraising goal of approximately \$5.2M, including operating revenue and loan capital, 75% of which recycles.
- Build and lead a comprehensive development strategy for the Fountain Fund to support fundraising across multiple affiliates, a growing national office, and future expansion sites.
- Oversee fundraising-related communications and publications, including the biannual newsletter and annual report. Plan for growth of the development staffing structure. Build and manage the development and communications team.
- Supervise team members to achieve organizational goals and promote their professional growth.
- Research and evaluate innovative funding models to support the nationwide growth of Fountain Fund's lending and programs.
- Set revenue projections and forecasting for organizational and project budgets.
- Work with the program and operations team to integrate data, outcomes, and Client Partner stories into compelling fundraising materials and impact reports.
- Serve as the staff lead for Board Committee work involving fundraising and sustainable strategy development.
- Direct the Executive Director and Board's involvement in fundraising.

### Sustainable and Diversified Funding

- Think holistically about diversified funding streams needed at affiliate sites and for future growth and ensure the development plan is prioritizing the gaps and identifying creative solutions, including integrating impact investments in our sustainable strategy.
- Expand the Fountain Fund's annual giving program by cultivating, soliciting and stewarding individual donors in multiple affiliate sites, creating a replicable system for individual giving as the organization grows.
- Identify, cultivate and pursue major individual gift opportunities (\$25,000 - \$1M), directing the involvement of the Executive Director, Board of Directors and Advisory Board members in relationship-building and solicitations.
- Develop and implement a comprehensive donor stewardship strategy to deepen engagement and increase retention.
- Design and execute donor cultivation, solicitation, and stewardship events in partnership with host committees across multiple affiliate locations to raise awareness and support.
- Oversee the stewardship, gift accounting, donor database and reporting functions, ensuring that all donors receive personal and timely acknowledgment of their gifts.
- Partner with an institutional fundraising consulting firm (or future staff position) to pursue corporate, foundation and public funder support for each Fountain Fund affiliate and for national operations.
- Coordinate development strategy with programmatic partners serving our affiliates.
- Travel to affiliate sites, as needed, to cultivate, solicit and steward individual donors and institutional funders.

**While the Fountain Fund will consider a broad range of backgrounds, the ideal candidate will have the following qualifications/experience:**

- Passion for the work of the Fountain Fund to increase economic opportunities for people who have been incarcerated.
- Commitment to our values of co-creation, sharing power, creating opportunity and treating others with dignity and respect.
- 5-10+ years of fundraising experience with demonstrated success leading comprehensive development strategies for a multimillion dollar organization.
- Broad knowledge of all areas comprising a comprehensive development operation (e.g., annual fund, individual major gifts, institutional fundraising). Experience with impact investments in the nonprofit sector is a plus.
- Experience directing and supporting volunteer Board and Advisory Board involvement in fundraising.
- Experience leading a growing development and communications team.
- Demonstrated ability to analyze financial, philanthropy, and agency data and organize the same for presentation purposes.
- Knowledge of and adherence to the ethics and best practices of fundraising.
- Experience utilizing research and data to craft compelling cases for funding and report outcomes to funders.
- Experience with donor databases/CRMs and fundraising analytics

**Application:**

The Fountain Fund is an equal opportunity employer. We value diversity and are committed to creating an inclusive environment for all employees. Candidates from historically underrepresented communities are strongly encouraged to apply. To apply, please email your resume and a brief cover letter detailing your interest in the role as a single PDF titled "Firstname\_Lastname - NDP Candidate" to [HireMe@FountainFund.org](mailto:HireMe@FountainFund.org).

Interested candidates should apply by 5pm ET on Friday, May 20, though applications may be accepted and evaluated on a rolling basis until the position is filled with an excellent candidate.