



## **Director of Development / Fund Development Organizer**

### **Organizational Overview**

MCAN is a network of seven faith- and values-based community organizations working for economic and racial justice. Our faith and values and our critical racial analysis call us to fight for a Massachusetts where every person can live a life of dignity. We believe that those closest to the issues are the best suited to lead our campaigns, and our organizing approach includes storytelling, relationship building, and training to develop the power of community leaders.

MCAN believes that our liberation is bound up in each other. Liberation is exactly what we're fighting for. That means that we aren't a one issue shop. Instead, our efforts are broad and interwoven. We're working toward the growing ownership of our own economic destinies. We focus on liberated bodies, with efforts toward decriminalization and immigrant justice. We focus on liberated minds, with access to education that is fully supported, equitable, and with a racial lens.

Our statewide affiliates are: Brockton Interfaith Community, Essex County Community Organization, Pioneer Valley Project, Prophetic Resistance Boston, United Interfaith Action, Worcester Interfaith, and I Have a Future.

For more information visit [www.mcan.us](http://www.mcan.us)

### **Position Overview**

The Fund Development Organizer/Director will be responsible for helping MCAN respond to the question:

*"What does it look like for this movement to be self-sustaining and locally supported?"*

This position will focus on training, coaching and developing the team across the state in growing a local base of support for the organizing work. They will work closely with our Communications and Statewide Director on telling the story of who we are and what we're fighting for to engage a growing base of diverse donors within and outside of affiliate regions. This work will be both relational, including an annual event, as well as grow our online efforts. Finally, they will work to deepen relationships with funders and complete grant applications as needed.

### **Expectations**

The specifics of the position will be worked out according to the gifts and talents of the individual who we bring onboard. What is below encompasses the entire space of fund development work and should not be seen as one person's sole responsibility but instead as the effort that the Fund Development Organizer/Director leads on. There may be supervisory responsibility in the future.



## Potential Responsibilities

### *Training, Coaching & Support*

- Build out our individual donor toolkit to support affiliate efforts to onboard & keep donors engaged
- Travel across the state and engage virtually as necessary to train and support affiliate staff and leaders on their donor outreach efforts
- Coach and follow up with the team to ensure that the effort is growing

### *Grant Work*

- Effectively (meaning write clearly in a way that will speak to funders) write grants
- Engage with and build relationships with grant administrators and decision makers.
- Foundation prospecting: identifying new grant opportunities and working with the Director to build relationships and tell our story to foundations. This takes a high level of motivation and hustle.

### *Donor Work*

- Build relationships with our growing individual donor base
- Build in creative ways of engaging an ever-growing circle of diverse donors
  - This might include events like house parties as well as our yearly fundraiser
  - It might include a social media effort to reach new people

## Qualifications

- A highly relational personality with the ability to listen well, collaborate, and coach effectively
- The ability to be self-motivated and highly organized
- A willingness to ask for money
- A drive and passion for funding our movement that helps you get out and search for new opportunities
- A vehicle or access to one to travel across the state
- Presence in the MCAN central office, which is based in Dorchester, (once we return to being open) at a minimum of twice a week. This is less crucial if one of the positions is predominantly focused on grant writing.
- Historical experience in organizing is a plus
- A commitment and passion for our mission of racial and economic justice is a must
- The ability to write powerfully
- A willingness to be a team player- meaning that when necessary stepping in and pitching in

*This will be a full-time salaried position ranging from 55K to 70k dependent on experience. We are an organization that is committed to modeling within the organization the world that we are fighting for. Our goal is a work environment where each team member finds the support to excel, the space to be seen, and a position that honors their contribution. We offer competitive benefits with a flexible schedule as well as the support of an exceptional team.*

## To apply

Please send a resume, a sample grant (if you have one- this won't exclude you from an interview if you do not), and a cover letter detailing how your experience and skills make you the right candidate for our team. Send to [jobs@mcan.us](mailto:jobs@mcan.us) **Without a cover letter, we won't consider your application.**