

About MRG Foundation: McKenzie River Gathering (MRG) Foundation's mission is to inspire people to work together for racial and social justice and mobilize resources for Oregon communities as they build collective power to change the world. We envision a just and joyful Oregon where people, cultures, and ecosystems thrive. As a 501c3 public charity, MRG Foundation fills a unique niche in the philanthropic landscape of Oregon. MRG is an activist-led fundraising foundation. Our grant making committees, Board, staff, and donors are, or have been, connected to community organizing and advancing social and racial justice on a wide range of issues that affect Oregonians. This model of partnership among activists and donors focused on grassroots organizing for social justice and racial equity has been the foundation of our approach and organizational culture over the last 42 years.

The **Development Director** provides the overall strategic vision, leadership and implementation for MRG's fundraising programs. The Development Director works closely with the Executive Director and Board to sustain and expand MRG's contributed revenue, with the majority of time spent deepening and expanding MRG's individual donor program. The Director will build and champion a culture of philanthropy throughout the organization: building close relationships with prospects, donors, and stakeholders and sharing opportunities to engage with MRG's work in social justice philanthropy. The Director will also oversee MRG's signature Justice Within Reach event (and event committee) and strategic grant writing opportunities. The Director will work in partnership with the Executive Director, Grants Program Director, and Finance & Operations Director to align and continuously improve and enhance MRG's core work: fundraising and grantmaking for social justice, ensuring the organization is healthy financially and programmatically for the greatest mission impact.

Full-time, 40 hrs/week with some seasonal fluctuation of hours. Exempt. Based in Portland, Oregon. Requires evening and weekend work and regular in-state travel. Reports to Executive Director.

Responsibilities

Donor Cultivation and Stewardship (65%):

- * Increase numbers of new donors and cultivate renewed support from existing donors. Lead all aspects of the gift cycle: initiate contacts (along with Executive Director and Board members) with major gift prospects; develop appropriate cultivation strategies to move potential and current donors in an appropriate and timely fashion toward major giving; maintain stewardship contact with donors.
- * Keep MRG's activist-led grantmaking and social/racial justice work at the forefront of all asks and appeals.
- * Arrange donor events, meetings and other gatherings throughout the state (Portland, Eugene, Medford, Central/Eastern Oregon, coast) to ensure donor cultivation opportunities are open and encouraged across the state.
- * Work with Executive Director and Board to assess MRG's role in donor advised funds and other new giving platforms and facilitate and encourage gifts to MRG and MRG grantees.

- * Responsible for the utility and accuracy of the donor database for development program with support from administrative staff.
- * Assure MRG written, electronic and social media platforms make MRG's programs and priorities clear to the community. Work with consultants and other staff to produce these materials.
- * Oversee newsletter solicitations, annual appeals, and donor thank-you processes.

Special Events and other fundraising (20%)

- * Oversee annual Justice Within Reach event: steward event committee, solicit appropriate sponsorships, annually evaluate event and recommend changes/improvements.
- * Strategically connect JWR/event attendees with MRG for future support opportunities.
- * Work with Executive Director to cultivate strategic partnerships and grant requests with local, regional, and national foundations as opportunities are identified.
- * Work with administrative staff and Director of Finance & Operations to manage grant reports and deadlines as assigned.
- * Work with Executive Director and Grants Director to identify new strategic or one-time events that deepen the community's ties to MRG's mission and present fundraising opportunities.

Professional Development and other duties (15%)

- * Stay current on advancements in the fields of development, philanthropy, and social and racial justice.
- * Represent MRG Foundation at strategic programs and events.
- * Enhance development skills and expertise relevant to achieving MRG's mission and goals.
- * Collaborate with other MRG Directors to create a healthy and positive working environment.
- * Other duties as assigned.

Required Qualifications

- Have a passion for and experience championing social and racial justice.
- At least five years' experience and demonstrated track record of success managing a multifaceted development program, including increasing individual/major donors, managing foundation grants and relationships, and managing signature events.
- Ability to work collaboratively with leadership and co-workers to facilitate a healthy organizational culture and achieve mission impact.
- Excellent oral and written communications and presentation skills and leadership experience.
- Facility with social media platforms.
- Proficient in Word, Excel, and fundraising CRMs.
- Ability to travel to cultivate support for MRG Foundation.

Salary and Benefits

- Salary: \$70,000-\$80,000, depending on experience
- Benefits: Good vacation, sick leave, health insurance, and retirement benefits

Equal Opportunity Employer: At MRG, we believe we can meet the organization's mission only with a diverse board and staff who actively cultivate a culture of equity and inclusion. We encourage people from underrepresented communities to apply.

To apply for this position: Email complete applications to Finance and Operations Director, Lindy Walsh, Lindy@mrgf.org

- Cover letter that addresses key qualifications for the position
- Resume
- Responses to the narrative questions below
- A one-page (or less) writing sample that asks for funds from individuals. If you do not have an example from your past work, please write a few paragraphs that asks for support for MRG Foundation.

Please answer the questions below, each should be 300 words or less, to help give the committee a better understanding of your approach to the position. Resumes will be reviewed starting February 4, 2019.

Narrative questions:

1. MRG Foundation works with donors who give gifts of \$5 to gifts of \$100,000 and all levels in between. How would you as Development Director make sure that every gift is a valued gift?
2. Each year MRG Foundation must raise the resources it gives away in its general grantmaking pools. What would you do to increase revenue if MRG was not meeting its projected fundraising goals to meet the budget for the grants program?
3. Just as with our programming, tackling barriers posed by race, class and gender is important in development. How would you help assure MRG's donor pool is as inclusive as possible?