

## **Yestermorrow Design/Build School**

### **Job Description: Development Director**

#### **Organization Profile:**

Yestermorrow Design/Build School inspires people to create a better, more sustainable world by providing hands-on education that integrates design and craft as a creative, interactive process. Yestermorrow was founded on a commitment to make architectural design and building knowledge and methods easily accessible to all individuals. We remain dedicated to achieving a more environmentally and socially sustainable society through innovative education, focused on teaching the design process with the goal of expanding people's understanding of good design. Our curriculum integrates the design process with the skills of building and the craft of fine detail.

The School is committed to design and building knowledge communicated through personal experience and hands-on education guided by master practitioners. The School embraces the principles of sustainability, craftsmanship, experiential learning, and place-based education emphasizing the development of individual design skills, self-confidence, personal creativity, and social responsibility. We believe Yestermorrow's educational philosophy is important in a world where knowledge has become more abstract, indifferent to environmental and social conditions, and craftsmanship is often not valued or understood.

#### **Responsibilities:**

The DD is responsible for creating, executing and continuously improving a comprehensive strategy that grows contributions to Yestermorrow. Currently 10-15% of Yestermorrow's operating income is generated through annual fundraising, and we seek to increase our annual goal. The DD will also develop Yestermorrow's Capital Campaign to expand campus facilities. Therefore, the DD will be called on to engage in a range of non-traditional fundraising and outreach activities such as alumni relations, special events and social media campaigns.

Yestermorrow seeks an individual in this role with a huge enthusiasm for and understanding of Yestermorrow's mission, with judgment and capabilities that will enable him/her to be an effective contributor to the organization. The DD will have leadership skills that will enable him/her to represent the organization articulately and effectively to key external stakeholders, to collaborating organizations in the nonprofit sector, and to the community at large. The successful candidate will be a results-driven, high-energy professional of unquestionable integrity, dedicated to the mission of the organization.

Specifics include:

- Provide leadership and support for the organization on all matters related to fundraising encompassing alumni relations, friend-raising, enhanced community visibility, and support from individuals, foundations, and corporate giving programs.
- Identify potential funding sources, create the opportunity for the "ask," follow through the writing and oversight of grant or other application/solicitation processes.
- Ensure that excellent relationships are maintained with donors and that donor gifts are carefully stewarded for the purposes intended by the donors.
- Manage the budget for the development function.
- Oversee development and maintenance of a detailed and useful donor database.
- Anticipate changing needs with vision and imagination. Initiate long-range strategic and operational fundraising planning. Responsible and accountable for business-like

implementation, including budget development and management, of all such fundraising plans.

- Manage staff, volunteers, and all internal and external resources in support of the fundraising function, including management of all cultivation and fundraising events, events designed to enhance organization visibility, new fundraising initiatives and services, and efforts to enhance recognition for organization donors.
- Develop tactical and strategic plans, establish goals and objectives, measure progress, define criteria for success; retrospectively and prospectively evaluate progress, inform ED and Board of this progress, and demonstrate pragmatism and flexibility to recommend changes in direction based on outcomes against plan.
- Demonstrate how the organization can be highly creative, mobile, adaptable, and competitive in maximizing its fundraising potential.

**The ideal candidate:**

- Is passionate about the mission of the organization.
- Has familiarity with and knowledge of local and national funding sources for education, architectural and environmental concerns.
- Has fundraising experience – donor prospecting and cultivation, annual gifts, major gifts, special events, capital campaigns, and grant-writing.
- Demonstrates facility with information technology, and the capacity to adapt new technologies to the enhancement of fundraising, organizational visibility and credibility, and the expansion and improvement of services.
- Has highly developed oral and written communication skills, and the vision, charisma, and dynamism necessary to project and promote the mission of the organization, and to augment friendship networks and funding sources throughout the community.
- Has the ability to relate to prospective donors, to build a universe of friends of the organization in the business and philanthropic communities.
- Exceptional listening skills, compassion, centeredness and maturity, a collaborative style, durability and adaptability to the nonprofit environment, high energy, and a healthy sense of humor.

**Education:** Lifelong learning and educational achievement appropriate to the complexity of the position.

**Reporting Relationship:** The Development Director (DD) reports to the ED, and also works closely with the Board of Directors.

**Hours:** Salaried position, scheduled between 20-40 hours/week depending on the right candidate. Potential for flexible schedule and some telecommuting.

**Compensation:** Commensurate with experience.

**Location:** Waitsfield, VT

**How to Apply:** Please send your cover letter and résumé to [kate@yestermorrow.org](mailto:kate@yestermorrow.org). Rolling application review starts March 1<sup>st</sup>.

**More Information:** Please visit our web site at: [www.yestermorrow.org](http://www.yestermorrow.org)