

# Dignity and Power Now

<https://dignityandpowernow.org/job/director-of-development/>

## Director of Development

### Description

**Dignity and Power Now (DPN) is a grassroots organization based in Los Angeles that fights for the dignity and power of incarcerated people, their families, and communities.**

In doing so, DPN wages a fight for everyone because the prison industrial complex forms an imaginative limit on everyone's capacity to envision freedom and liberation.

### Summary:

Reporting to the Executive Directors, the Director of Development is responsible for all fundraising and development activities to build DPN's visibility, impact, and financial resources. The Director of Development's role requires an individual who understands and is passionate about the mission and vision of the organization, exemplifies DPN core values, and can articulate DPN's mission to donors and prospects in a way that both educates and compels them to give. The successful candidate will help create and maintain new relationships and have experience meeting quarterly and annual fundraising goals utilizing multiple fundraising channels. The Director of Development will also design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support. The Director of Development will have primary responsibility for establishing and implementing the infrastructure needed to grow a DPN's budget through the solicitation of institutional donors, major gifts, federal and state grants, special events, and corporate and foundation support.

### Primary Responsibilities:

- Develop and implement a comprehensive development strategy to include corporate, foundation, government grants, etc.
- Have primary responsibility for development and execution of all grant and fundraising proposals
- Research funding sources and trends to help position DPN ahead of major funding changes or trends
- Monitor and document all donor information; provide and present statistical analysis to board and senior leaders
- Develop, implement and manage all donor relationships.
- Coordinate all fundraising (institutional, individual) and donor relations plus donor communications and reporting.
- Manage and personally solicit a group of major gifts donors and coordinate the cultivation of new prospects; develop a strategy around how the organization grows major gifts, including the introduction of planned giving

### Hiring organization

Dignity and Power Now

### Job Location

Remote work possible

### Date posted

04/18/2023

### Contacts

**Submit Resume & Coverletter to:**

dpnrecruiter@dignityandpowernow.org.

vehicles.

- Create fundraising strategies to wrap around appropriate events, initiatives, and campaigns as well as programmatic work; develop strong communications and recognition of donors and prospects to maintain and build the image of DPN.
  - Identifies, cultivates, solicits and expands the number of individual annual, mid-level, and planned giving prospects and donors. Provides analysis and reporting on the overall performance of fundraising against goals and strategic plan.
  - Identify new opportunities to expand organizational funding from charitable or earned sources and design, plan and lead successful new fundraising channel initiatives based on well-crafted Strategy.
  - Builds upon a branding strategy that supports all fundraising and program efforts.
  - Establish annual goals and objectives, and be accountable for ensuring that set goals and objectives are met.
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- Maintains and updates organizational brand standards and communicates and enforces execution of the brand.
  - Partners with communication & public relations efforts to ensure brand representation and adherence across in-house advertising, graphic design, social media, direct mail, website and in communications such as the annual report and other mediums.
  - Creates, implements, manages and assesses a comprehensive donor relations plan to support the organization's fundraising efforts including responding to donor concerns and/or requests, gift acknowledgements, program information and stewardship.
  - Fosters a positive, ongoing relationship with donors and ensures a long-term relationship is forged by maintaining contact and proactively educating donors on outcomes and results of DPN's efforts.
  - Designs and implements growth and retention strategies with existing donors and opportunities to forge new donor relationships.
  - Oversees development of and manages donor and fundraising events/programs.

## Qualifications:

- 10-plus years of professional experience in a nonprofit organization with a demonstrated success in a development function
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives
- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within and outside DPN
- High energy and passion for DPN's mission is essential
- Ability to construct, articulate, and implement annual strategic development plan
- Strong organizational and time management skills with exceptional attention to detail
- Verified track record of meeting or exceeding measurable fundraising goals in a medium to large, fast-paced nonprofit environment
- Strong background managing all aspects of fundraising including high net worth individuals, foundation and corporate relations, direct mail and

telemarketing

- Experience creating budgets and forecasting revenue
- Experience in the use of social media and social networking (i.e. Facebook, Twitter, LinkedIn) and technology (i.e. website) to communicate with donors, generate revenue, educate the public and broadcast mission
- Proficiency with fundraising applications using available data to perform comprehensive donor data analysis and reporting
- Strong understanding of data utilization and management, as well as the effective use of fundraising technology and data for strategic operations and decision making
- Experience supervising and managing a diverse and geographically distributed

team with demonstrated ability to work collaboratively, delegate responsibility, and inspire, engage and motivate staff.

Dignity and Power Now is an Equal Employment Opportunity Employer. We welcome all qualified applicants, including formerly incarcerated individuals. We are proud to comply with the Los Angeles Fair Chance Initiative for Hiring (LA Ord. 184652).

We are looking for ambitious applicants who have a fierce commitment to race and gender justice to join our team. We strongly encourage people with incarcerated loved ones, people who are formerly incarcerated, people of color, queer people, and people who are trans, gender variant, or gender nonconforming to apply.

## **Responsibilities**

### **Responsibilities:**

- Contribute to organizational vision and ensure that Dignity & Power NOW is achieving healing justice goals
- Lead on the organizing, implementation, and assessment of Seasonal Wellness Clinics
- Identify, recruit, orient, and organize with healers, health care professionals, and partners for Dignity & Power NOW wellness programs.
- Ensure all Wellness and Healing Justice programming (Freedom Harvest, wellness clinics, etc.) achieves intended goals by the assessment of all wellness programming
- Facilitate the co-creation of healing justice goals for DPN and the Healing Justice Team
- Develop and lead an Internal Wellness program for Dignity & Power NOW staff
- Lead internal staff training and implementation of Healing justice and Transformative Justice practices
- Develop and lead staff training around a Dignity & Power NOW approach to trauma-informed decision making.
- Expand and lead Dignity & Power NOW Justice Teams specifically for jail violence

- Develop protocol to respond rapidly to incidents inside and outside the LA County jails.
- Represent Dignity and Power NOW in coalitions as appropriate
- Prepare content on a regular basis for the Dignity and Power NOW communications team to use to convey the importance of healing justice.
- Manage health & wellness staff, including review of weekly workplans and reports
- Prepare weekly workplan reports using DPN report formats
- Develop and execute national Health and Wellness Network strategy as part of DPN's national expansion effort
- Train, develop and hold teams accountable to goals and outcomes
- Support the health and Wellness team, including DPN members, Building Resilience members, (BR is DPN's Rapid Response Healers Network that supports Healing Justice programming and Rapid Response) and coalition partners to coordinate programming
- Perform other duties as required to support the department and mission of organization
- Work with Director of Policy & Campaigns to refine and communicate Dignity & Power Now's approach to incorporating wellness into organizing, leadership development, policymaking, etc.
- Design and implement art and advocacy programming program/project

## **Qualifications**

### **Influential Skills Skills/Additional Requirements**

- Ability to lead staff in a way that motivates and inspire members to develop into leaders and participate in key DPN programs (i.e., politics, organizing, wellness clinics, etc.)
- Ability to frame issues and articulate organizational values and priorities- Healing justice, Transformative justice, and Abolition
- Ability to lead teams in a virtual settings and work effectively as part of a team
- Sound organizational skills to assist staff in managing and prioritizing work subject to deadlines in a dynamic and changing environment, as an individual and as a member of a team
- Ability to receive direction from and interact with his or her immediate supervisor when it becomes necessary
- Ability to develop and carry out plans with sound independent judgment and minimum supervision
- Ability to take initiative and be creative in developing staff for new roles and responsibilities within DPN and provide the support needed to be successful

- Sound interpersonal and communication skills appropriate to providing a quality staff and member experience including the ability to establish and cultivate respectful relationships with people from diverse backgrounds
- Working knowledge and understanding of criminal justice system and its damaging impacts in communities of color
- Demonstrated ability to formulate and deliver on short-term and long-term staff and member development and capacity building goals
- Demonstrated proficiency in Microsoft Office/Word, PowerPoint, Excel, databases and Internet
- 2+ years of experience with multiple healing practices including but not limited to Reiki, acupuncture, herbalism, massage, and therapy.
- Direct experience with community organizing and/or a deep understanding of the concepts and practices.
- Direct or indirect experience with incarceration and/or 2+ years working closely with people who have incarceration experience.
- Proven ability to work with people of diverse backgrounds and cultures

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