



Job Announcement Development Director

Compass Center, a non-profit organization providing prevention, crisis, and long-term self-sufficiency services for survivors of relationship violence across Orange County seeks a skilled and energetic Development Director to join our team!

The successful candidate will have relationship building experience, a passion for social justice work, be a resource coordinator and organizer who approaches and executes development work with vision, commitment and an entrepreneurial spirit. This candidate will have experience that will help Compass Center create and implement resource development and donor management processes to expand its reach within Orange County. The role is hands-on, requiring significant personal outreach to develop enhanced awareness of the importance of the Center's mission and the long-term benefits of its programs to the community. The next full-time Development Director will possess the energy to support a culture centered on providing services that promote a mission to help all people navigate their journeys to economic and inter-personal self-sufficiency, safety, and health. Proven fundraising success and a demonstrated commitment to equity and anti-racism in prior work is essential. Familiarity with issues of domestic or gender violence is beneficial but not a requirement.

Compass Center

Compass Center was created by the 2012 merger of The Women's Center and the Family Violence Prevention Center to promote gender equity through a blend of empowerment resources and services. We offer services to all people in a welcoming, safe and confidential environment. Located in Chapel Hill, NC, and serving Orange County, Compass Center provides career and financial education, domestic violence crisis and prevention programs, assistance with legal resources, and youth sexual health education programs. Across all of its programs, Compass Center serves approximately 5,500 people each year.

Our core services include:

- **Education:** middle school programs on youth sexual health and empowerment related to safe relationships and community education for adults on domestic violence prevention, among other programs.
- **Domestic violence:** a 24-hour Hotline, crisis counseling and safety planning, short-term emergency housing, help with Domestic Violence Protective Orders, civil and criminal court accompaniment and advocacy.
- **Self-sufficiency:** career and financial counseling and workshops, legal information, and referral services that provide support and information to empower those accessing them.

Compass Center is committed to including racial equity goals in our organizational goals as a next step in addressing the impact of racism and oppression and becoming catalysts of change across our organization, the community, and larger society. This is the first time in Compass Center's history to have a black Executive Director, who joined us in early 2022. Christian Adams comes with significant experience in justice-based organizing, training and upholds the values of full bodily autonomy and integrity as we work to fulfill our mission and serve the community.

Compass Center's 2022-2023 annual budget is \$1.8 million, representing approximately 28% in government (state, federal) grants, 31% in corporate and foundation grants, 13% in private grants, and 28% in individual philanthropic giving. In 2021 Compass Center successfully completed a \$1 million *Safe Homes, New Lives Campaign* to provide short-term emergency housing for survivors of domestic violence and their children. In FY 21-22 Compass Center served 1528 victims/survivors of domestic violence – a 14% increase from the previous fiscal year. Learn more about our services, impact, staff and board at www.compassctr.org.

Primary Duties and Responsibilities

The new Development Director will join a team of passionate co-workers and active board members. The successful candidate will bring to the team fundraising experience; a spirit of inclusion, integrity and transparency; a strategic and collaborative management style; and a drive to understand the needs of the individuals and communities that Compass Center serves.

The Development Director reports to the Executive Director, supervises a part-time Grants Manager, and serves as an integral member of the staff leadership administrative team who collectively manage around 15 staff members. A dedicated team of more than 100 volunteers help teach self-sufficiency and financial literacy courses, provide support for legal and court issues, and help ensure that the Domestic Violence Crisis Line is available 24 hours a day.

The Development Director will grow into overseeing initiatives that will strengthen the financial stability of Compass Center by working with the Executive Director to establish goals and work plans that support a comprehensive fundraising program. The Director of Development manages all fundraising activities including individual donations, major gifts, special events, corporate giving, our bi-annual appeal campaigns and small foundation grants with the exception of federal, local government, federal pass-through and state grants which are managed by a Grants Manager. This candidate will be well positioned for leadership development by participating in organizational strategic planning, decision making and coaching by the Executive Director and Development Committee of the board.

The Development Director will develop and maintain active and productive relationships with board members, donors, staff, volunteers and key members of the greater Orange County/Triangle communities. Specific areas of focus include:

Fundraising

- Develops and executes a comprehensive annual fundraising plan, inclusive of special events.

- Manages all strategies and activities for donor cultivation, solicitation, and stewardship.
- Works with the Executive Director to build relationships with and develop proposals for major gifts from individuals, private family foundations, and corporations.
- Creates and executes strategies to substantially expand the base of annual support from individuals.
- Plans and manages special events related to development, including the establishment and oversight of planning subcommittees for special events; Manages vendor relationships and communications for special events.
- Research potential grants and new, earned income revenue sources relevant for the organization to pursue.

Communications

- Cultivates and expands donor networks in tandem with leadership for the purpose of increasing financial resources, and implementing creative campaign goals.
- Works with Communications Manager to develop annual Impact Graphic or other visually-appealing reports to communicate Compass Center program outcomes to community stakeholders.

Board Relations

- Works with the Development Committee of the Board of Directors and the Executive Director to develop and meet short- and long-term fundraising goals.
- Works closely with the Development Committee Chair to maximize the talents of board members such as community outreach, donor cultivation and expanding the donor base at all gift levels.
- Provides timely and accurate data reports to the Executive Director, board and board committees, upon request.

Donor Management System

- Coordinates systems to support all development processes and operations, i.e. overseeing the management of gift processing and timely donor acknowledgement letters and e-letters or newsletter announcements.
- Manages donor tracking and gift record-keeping, including all development databases and files.

Position Requirements/Desirable Attributes

- At least 5 years of experience in nonprofit fundraising or other relevant positions.
- Strong interest in development, fundraising strategies and best practices, donor cultivation, solicitation, stewardship, and event planning.
- Excellent written, verbal, and interpersonal communications skills; project management experience and the tenacity to lead and strong team player, desired.
- Knowledge of corporate fundraising, family and private foundations and grant writing a plus.
- Experience with trauma-informed processes, and sensitivity to work-place dynamics in working with people of diverse backgrounds.
- Ability to work effectively with people of all backgrounds.

- Proficiency in Microsoft Office or Google product suite (i.e. Word, Excel, Canva), fundraising databases (familiarity with Network for Good highly desirable), and social media/e-communications.
- Strong personal interest in economic self-sufficiency and interpersonal violence prevention and response for all people.
- Passion to join a staff of social justice workers committed to applying an internal and external anti-oppression framework to their work.
- Bachelor's degree preferred.

Salary and Employee Benefits

The salary range for this leadership role is \$64,000 to \$70,000 and will be commensurate with the candidate's competencies and experience. Candidates with interest and ability to grow into this position will be considered.

Additionally, Compass Center provides a comprehensive benefits package which includes medical, dental and vision coverage (all 100% employer paid); life, accidental death and disability, and short term disability insurance (all 100% employer paid); 403b retirement plan (not matched by employer); paid time off (increases annually during employment); paid parental leave; and fourteen (14) paid holidays per year and one self-care/community wellness paid off per month.

Equal Employment Opportunity

We actively encourage diverse candidates to apply, especially those who are Black and/or Indigenous People of Color, Women and gender minorities, people with lived experience of domestic violence and/or housing instability and people with disabilities and/or neurodivergence. Compass Center provides equal employment opportunities to all employees and applicants for employment without regard to race, ethnicity, color, religion, age, gender identity or expression, sexual orientation, disability, appearance, class, body size, partnership status, parenting and/or pregnancy status, genetic information, national origin, or veteran status.

Applications

Please submit a cover letter (including how you learned about this opportunity) referencing your interest, experience and why you would be a good fit, plus your resume. Candidates that advance to the second interview round will be expected to provide a writing sample. Applications will be reviewed beginning February 2023 and will be accepted until the position is filled. No phone calls please. Anticipated start date is April 2023.

Send applications via email to:
Christian D. Adams, MSW
Executive Director
employment@compassctr.org