



WE CAN seeks applications for the position of Director of Advancement and Donor Relations

WE CAN (Women's Empowerment through Cape Area Networking) was founded in 2001 to empower Cape Cod women by providing unique services that inspire hope and bring increased stability, self-sufficiency, and opportunity to their lives. WE CAN serves more than 2,500 women each year with confidential, free legal services, employment and business support, financial empowerment, mentoring, and personal development programs. More than 75% of our participants access more than one service at WE CAN.

With a small staff, our work is made possible through the dedication of 300 active volunteers and the generous support totaling nearly \$1 million each year with 600 individuals, business donors, and foundations supporting the organization through annual gifts, monthly sustaining support, and event sponsorship.

About the Position:

The WE CAN Director of Advancement and Donor Relations will successfully lead and implement an integrated development strategy to secure a diverse and sustainable revenue portfolio to support WE CAN's program growth and achievement of strategic goals.

This position manages and leads major gifts functions. It also identifies and pursues opportunities to build new revenue streams such as principal gifts, planned giving, donor and foundation prospecting and research, and special one- or multi-year fundraising campaigns.

An entrepreneurial spirit, commitment to empowering women and families, and the ability to inspire donors to fulfill their philanthropic goals through support of WE CAN's mission are key attributes.

Duties/Responsibilities:

- Develops annual and multi-year plans, and leads fundraising and resource development initiatives aligned with programmatic and strategic goals to grow revenues through corporate, individuals, foundations, state/federal funding, and entrepreneurial ventures.
- Leads the creation and growth of a new framework for individual giving including sustaining gifts, planned giving, and bequests.
- Implements anniversary and special project campaigns in partnership with the Executive Director, Board of Directors, staff, and volunteers.
- Manages, motivates, and supports development staff.
- Educates and trains Board members and fundraising volunteers in donor cultivation and nurtures a culture of appreciation for supporters.
- Expands WE CAN's portfolio of major gift donors by working both independently and as a team member to cultivate, solicit, and steward current donors.

- Identifies and cultivates prospective donors with the capacity to make annual and multi-year major gifts.
- Assesses giving potential using research tools and data to learn donor giving history and interest, recommends target ask amounts, and develops personalized strategies to secure annual gifts from each donor.
- Secures and conducts personal (or virtual) visits and other stewardship activities to identify, qualify, nurture, solicit, and secure annual and special gifts at the four, five, and six-figure level.
- Leads effort to develop ongoing donor communications that are timely, relevant, and engaging.
- Ensures meaningful donor recognition and consistent reporting on impact of donor investments.
- Assists with the planning, execution, and follow-up of WE CAN events to maximize current donor and prospect-donor networking opportunities.
- Ensures ethical and confidential handling of donor and prospect information.
- Other duties as requested or assigned.

Required Skills/Abilities:

- A passion for WE CAN's mission, vision, and values
- Results-oriented with a high degree of initiative to accomplish established metrics and goals
- Excellent verbal and written communication skills
- Ability to successfully self-source prospects and develop new donor contacts
- Exceptional interpersonal skills with high emotional intelligence to inspire, motivate, and manage donor relationships effectively
- Ability to develop and implement successful cultivation and solicitation strategies
- Excellent phone, video, and in-person presentation skills to convey the right information at the right time
- Extensive experience, skills, and comfort using technology, donor software, and MS Office programs including PowerPoint and Excel
- Ability to take direction and be a team player, while also working independently and strategically with external constituents
- Ability to set priorities, balance demands of multiple tasks, and meet deadlines
- Willingness and ability to work evenings and weekends, as needed

Education and Experience:

- Bachelor's degree and a minimum of 7 or more years of fundraising experience
- Five or more years of major gifts fundraising experience with track record of proven results
- Certification or professional training related to fundraising preferred
- Experience working within the Cape Cod and Islands community preferred

To apply: Please send resume and cover letter to careers@wecancenter.org or mail to Lisa Guyon, Executive Director, WE CAN, 783 Route 28, Harwich Port, MA 02646.

WE CAN is an equal opportunity employer committed to hiring a diverse workforce and sustaining an inclusive culture. WE CAN does not discriminate on the basis of race, ethnicity, religion, sex, color, national origin, age, sexual orientation, gender identity or expression, marital status, mental or physical disability, genetic information, veteran or military status, or on any other basis prohibited by applicable law.