



# MINDS MATTER

## COLORADO

***Share your passion for cultivating relationships and growing a community of supporters by helping scale a proven model across Colorado.***

***Are you our next Director of Development who:***

- ✓ Loves to connect with people and gets excited about sharing incredible successes with the community?
- ✓ Gets excited by the prospect of augmenting the long-term sustainability of the organization by building an endowment campaign with a pledged match?
- ✓ Enjoys deepening and strengthening relationships with some of the most passionate and committed supporters in the state?

## About Minds Matter Colorado

### Our Mission

Minds Matter connects driven and determined students from low-income families with the people, preparation, and possibilities to succeed in college, create their future, and change the world. To learn more visit our website: [www.mindsmatterco.org](http://www.mindsmatterco.org)

### Our Long-Term Vision

Provide access to Minds Matter to every student corner-to-corner across Colorado.

### Our Service

The Minds Matter programming model includes the following to all students at no cost:

- People: Intensive mentorship (each student builds relationships with two Mentors for three years),
- Preparation: Rigorous after-school college-readiness programming, and
- Possibilities: Attendance at summer experiences on college campuses (after 10th and 11th grades).

MMCO has graduated 200+ students in its 18 years, with **100% success in helping every single graduate earn acceptance to college with scholarships.**

Apply here: <https://rebrand.ly/MMCO-Director-of-Development>

# DIRECTOR OF DEVELOPMENT

## ABOUT THE ROLE

At a time of strategic growth, **The Director of Development** will quickly learn our culture, build upon our track record of fundraising success, and drive strategies to broaden and deepen our supporter base.

Joining an organization with the strongest strategic, programmatic, and financial footing in its history, this position will serve as a key thought partner to the CEO, work alongside a highly engaged Board of Directors and staff, and contribute to making a significant impact on Minds Matter's capacity to work with students corner-to-corner across Colorado. Specifically, the Director of Development will:

### **Design, implement, and lead fundraising strategies that drive growth and sustainability**

- + In partnership with the CEO and Board Development Committee, lead strategies to 1) raise \$1.1M in FY23 and increase revenue to raise \$1.4M in FY24, 2) retain and increase support of existing donors, and 3) diversify revenue across all donor segments, all in service of our 3-year strategic plan towards expansion.
- + Manage and grow a portfolio of foundation, corporate, and individual funders. Take ownership of developing donor-specific strategies, meeting preparation, and follow-up.
- + Design and implement a plan for maximizing a pledged \$500,000 endowment match, driving individual major giving.
- + Launch Legacy Giving campaign to secure legacy giving pledges across all stakeholder groups.
- + Build and leverage relationships with volunteers, engage with volunteers' employers to pursue creative ways to partner.
- + Oversee signature fundraising and donor stewardship events in partnership with CEO, staff and contracted event planner team.
- + Oversee the full range of activities required to prepare, submit, and manage grant proposals by managing and offering direction to contracted grant writer.
- + In collaboration with the CEO and staff, oversee the creation of donor-facing communications. Leverage data, results, and student and volunteer stories in communications.
- + Ensure that all fundraising strategies are developed through a lens that centers and uplifts the voices, backgrounds, and experiences of our students.

Apply here: <https://rebrand.ly/MMCO-Director-of-Development>

## **Serve as a senior leader, collaborative team member, and champion for Minds Matter's mission and values**

+ As a member of the senior management team, contribute to guiding overall organizational strategic direction, decision-making, and goals.

+ Play an active role in engaging in Minds Matter's diversity, equity, and inclusion work, modeling a commitment to active and ongoing learning, understanding one's own identity, power, and privilege, and acknowledging the intersectional identities of students, staff, and volunteers.

## **Competencies & Experience**

You can expect **us** to live up to the [MMCO Values](#). In addition to living up to our Values, we're looking for **you** to be:

### **People-Driven**

- You have high expectations
- You love radical candor and seek feedback to grow
- You're driven to provide best-in-class customer service to our supporters

### **Greenfield**

- You're excited to join a team and confident working independently
- You prefer to work without bureaucracy
- You'll ask questions to understand what stakeholders are looking for in partnerships

### **Entrepreneurial**

- You're a smart, strategic thinker
- You connect dots
- You thrive in a fast-paced environment
- You get stuff done

### **Focused on Learning**

- You never stop learning
- You know the details matter

### **Committed to Anti-Racism**

- You approach fundraising with a deep appreciation for the assets of the community of young people and families we work with
- You guide funders in their own understanding of anti-racist language and approaches to community-based work

**You have 5+ years of experience working in fundraising and development and are energized to bring your ideas and thoughtfulness to Minds Matter Colorado.**

Apply here: <https://rebrand.ly/MMCO-Director-of-Development>

## **TIME COMMITMENT**

Whatever it takes. We anticipate this involving 40-50 hours/week, with flexibility required to meet after-work (including occasionally supporting Monday night sessions from Sept-May) and coordinate volunteer committees who work full-time elsewhere.

## **LOCATION**

This role is hybrid; most of the team works from home 75% of the time. The Director of Development will need to be in Denver at a minimum of twice per month for team meetings, in addition to occasional Denver-based special events. MMCO does maintain office space in Denver and desk space will be available. Additionally, the Director of Development will travel to expansion regions, including Colorado Springs and Fort Collins, monthly.

## **COMPENSATION**

Minds Matter Colorado offers an incredible opportunity to grow in the education and non-profit management space with compensation that includes:

- Base salary between \$80,000 – 90,000
- Flexible work schedule with *unlimited PTO*
- Monthly cell phone contribution
- Monthly contribution to healthcare insurance, if not insured through family member
- Monthly contribution to retirement plan with 4% matching

Minds Matter Colorado is an equal opportunity employer and is deeply committed to diversity, equity, and inclusion. We encourage applications from those who identify as people of color and/or as first-generation college graduates.

Apply here: <https://rebrand.ly/MMCO-Director-of-Development>