



Development Director

Description

Job Announcement:

Bethany Arts Community is seeking a part-time candidate for a **Development Director** position.

Compensation and Benefits:

Competitive and commensurate with work experience.

\$30,000 - \$35,000 based on 20hr / week schedule

Position Type and Work Schedule:

Part-time (less than 30 hours per week TBD) with potential to transition to full-time in late 2022-'23. Flexibility to accommodate Bethany's event schedule and the successful candidate's needs. While we prefer the Development Director work on-site, a minimum of 1 day per week is required.

About Bethany Arts Community

Our mission at Bethany Arts Community is to create a space and environment where the many forms of art can be learned, produced and flourish. Artists of all ages and levels of experience are welcome to explore and create art that the community can experience and be engaged in while enhancing their perception and perspective of the world. Bethany aims to inspire sharing, connection and collaboration in a culture designed for the benefit of the local community and beyond.

We opened the doors to Bethany Arts Community in 2018 to artists and community members. Since inception, Bethany has offered artists residencies, studios, after-school and camp programs, art exhibits and more. Bethany successfully navigated the pandemic, welcoming 145 artists in residence since the fall of 2020, while also keeping studios open for local artists, restarting after-school and camp programs, and hosting 8 in-person exhibits and 2 virtual exhibits in our galleries. Bethany Arts Community continues to grow and respond to the needs of the local community and to artists in the region and across the country.

Development Director Job Description:

This individual will guide and implement Bethany's fundraising efforts; including major donors, corporate and foundation relations, and government grants, and will cultivate the resources for the organization to reach short and long-term objectives in programming, staff

growth, and capital development. Reporting to the Executive Director, Development Director will be a member of Bethany's Leadership Team and occasional liaison to the Board of Directors. The Development Director will have the ability to self-direct, take initiative, and work closely with the Bethany team to sustain and grow all fundraising activity.

The position has four major functions: **1)** oversee fundraising calendar and goals, write grants and funder reports, research foundations, and implement other strategies to establish a structure for effective fundraising; **2)** identify, solicit, and steward donor relationships; **3)** coordinate additional financial responsibilities, including business and strategic plans in collaboration with the Board and Executive Director; and **4)** assist organization leadership to develop programming strategies and associated messaging / stories in coordination with fundraising efforts. Additional duties include participation in local and national conversations around philanthropy and arts programming, personal engagement with local audiences and patrons, administrative support as assigned by the Executive Director or Board Chair.

The Development Director will join Bethany at an exciting stage of development, with a robust programming foundation but still a startup. The right candidate will have the opportunity to put their mark on Bethany and will find the leadership to be open to innovative approaches and joins a team of staff and board members that rolls up their sleeves to get things done.

Qualifications:

- A broad, professional understanding of best practices among performing and fine arts presenting and/ or residency programs.
- Excellent verbal and written communication skills
- Five or more years of development experience, including broad knowledge of all functional areas of fundraising.
- Demonstrated ability to provide strategic and operational management, leadership, and coaching, including creating and managing a budget and programming plan.
- Ability and enthusiasm to personally cultivate, solicit, and steward individual and institutional donors.
- Ability to extract and analyze data to make effective, efficient decisions about donor strategy and process.
- A forward thinker with a track record of utilizing new methods of donor engagement and connectivity, who will be driven by innovation in developing philanthropic best practices in the current COVID-19-impacted world.
- Demonstrated ability to motivate and work independently and collaboratively with senior leadership, board members, colleagues, donors, and volunteers.

Equity:

At Bethany Arts Community, diversity, equity, and inclusion are at the core of what we do.

Through outreach, resourcing, and intentionality, we welcome artists and community members of all races, nationalities, sexual orientations, and socio-economic backgrounds. We believe that a narrow definition of culture and experience has too often informed institutional definitions of "artistic excellence" resulting in the inequitable allocation of resources and access to a place to

showcase work. We are committed to providing a platform for artists individually and collectively to innovate, create and share their work.

We strive to create an atmosphere where artists and audiences of different backgrounds and disciplines feel safe and have the freedom to create and experience art even if challenged or stretched by others' perspectives and artistic expressions.

We are creating a community where all forms of art are accessible by our community at large and where we strive to lower the barriers of access to artists at the top of their field.

We recognize that fully achieving these goals takes ongoing work.

How to Apply:

If you are interested in applying for this position, download and fill out application below, send your resume and cover letter to: jobs@bethanyarts.org. Indicate "Development Director" in the subject line.

BAC is an equal opportunity employer. This means that as employees, race, color, creed, age, national origin, alienage or citizenship status, gender including gender identity, pregnancy including pregnancy related impairments) sexual orientation, disability, marital status, partnership status, any lawful source of income, status as a victim of domestic violence or status as a victim of sex offenses or stalking, military status, or any other characteristic protected by law will have nothing to do with your hiring, pay, benefits or any other terms and conditions of employment. Employment opportunities are open to all qualified applicants solely on the basis of their experience, aptitude and ability. BAC does not discriminate against anyone on any basis that is prohibited by law.

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