



## Organizational Overview

The SUSU commUNITY Farm is a Afro Indigenous stewarded farm and land based healing center in Southern Vermont. SUSU's culture is deeply rooted in the principles of change, small scale building, emergence, embodied accountability and responsibility, kindness, and hard work. We are committed to working through and taking responsibility for our own trauma and survival strategies, naming, and being conscious of them in collective spaces and treating each other with honesty, respect, integrity, and using generative conflict and tension holding practices to resolve and move through disagreements to name what is so and navigate tension. We are committed to bringing up tensions, concerns, curiosities, and questions in a thoughtful, kind, and direct manner that centers radical honesty and authenticity. We are inspired by communal kinship networks and ways of being. We are in the process of establishing a caring culture of thoughtful commUNITY that centers a culture of abundance, generosity, and views each member as part of an interconnected kinship network web. Our culture centers learning and growing from and with each other, skill sharing, food sharing, abundance sharing and showing up for each other with deep love, reverence, and connection. We are committed to centering commUNITY over personhood and working together to center our relationship and culture over policy. Our culture is all about staying committed to our relationships with each other, seeing conflict as generative-something that brings us into deeper relationship rather than polarizing us and that centers making sure every member of our commUNITY can show up authentically in commUNITY, especially our youngest members. Understanding that a key aspect of our team culture is creating spaces where all beings can thrive, where we have the space, support, and safety needed to imagine impossible futures, and where we share the load of our collective work and our responsibilities with each other.

SUSU is a 1 year old organization. All staff coming into our organization should realize that you are coming into a space that is in active process of evolving and becoming SUSU. Initial members should understand that they are not coming into a fully formed organization and that you would be part of the creative process of development and see our work as living and changing.

## Mission & Programs

The SUSU commUNITY Farm is a Afro Indigenous stewarded farm and land based healing center in Southern Vermont that elevates Vermont's land and foodways. We do this by co-creating a life affirming and culturally relevant platform for Black, Indigenous, People of color, youth, under resourced folx, and allies to thrive and experience safety and connection while beginning to develop the tools and agency to heal from the trauma of colonization. Through collective commUNITY we aspire to co-create an equitable and just culture for the global majority to thrive in Vermont that centers access to safe and affirming food, commUNITY, and job opportunities. SUSU commUNITY Farm creates health equity by offering culturally relevant spaces that center earth based and afro-indigenous health and healing traditions as well as reclaiming and centering the wisdom, stories, and legacies of our ancestors.

Please view our website to familiarize yourself with our [programs](#)

### **Job Description**

This is a remote job and would require some in person time for fundraising events, meeting and spending time with donors in person, and some in person gatherings with the SUSU team. Ideal candidate would live within 2 hours of Brattleboro, VT. The Fundraising Director will report to and work collaboratively with the ED's and work with the Development Director to establish the infrastructure for a robust fundraising platform for SUSU commUNITY Farm. The Fundraising Director will work to secure fundraising and establish relationships with individuals, foundations, corporations, with a strong focus on major gift strategies for individuals. The organization's annual fundraising goals exceed \$2M and are expected to grow significantly year after year.

- Develop and implement a comprehensive, innovative and integrated fundraising plan with a focus on major giving, institutional donors, Donor Advised Funds and foundations and corporate partnerships. (possibly also direct marketing and online fundraising). The plan should include at a minimum:
  - Plan and oversee the execution of a major gift fundraising drive developed with the fundraising team
  - Setting an annual operating plan, budget, and calendar for fundraising goals and objectives, and tracking on metrics for judging success
  - Identifying prospects and developing customized major donor strategies

- Enhancing, establishing and administering innovative programs designed to achieve both short and long-range advancements in major gifts fundraising
- Determine appropriate strategies for cultivation and solicitation with particular emphasis on generating large unrestricted gifts.
- Work closely with the Development Director and Executive Directors to plan clear short-term and long-range income targets and metrics that are both realistic and challenging.
- Create systems to ensure timely financial reports.
- Help prepare donor reports
- Craft meaningful stewardship of donors.
- Identify, Build, and act as the owner and champion of SUSU's CRM system.
- Build clear messaging and narratives that cut across and unify various dimensions of SUSU's work for potential donors and supporters.
- Ensure that SUSU is strategic, coherent, and compelling in its engagement of supporters, partners, and other key audiences
- Develop a robust plan to increase SUSU's profile and influence in key markets and work to build partnerships with other BIPOC organizations to leverage funding and support collective wealth generating.
- Put in place systems to maintain donor partner communication and engagement, through events, meetings, teleconferences, reports, etc.
- Build a portfolio of high value donors
- Build and engage an active development council/fundraising committee
- Strategically leverage the time of the ED's and Board to meet aggressive fundraising targets; support and develop the capacity of the Board to achieve development goals
- Work to develop a community centric fundraising strategy that incorporates donors at every level

## Volunteer and Interns

- Develop a fundraising committee to help with fundraising efforts
- Train and manage youth or college development interns to support with research and fundraising development

## Educational & Community

- Work with local funders and lead workshops to educate them on giving big to grassroots and BIPOC programs (future)
- Lead workshops for BIPOC community on building fundraising strategies and identifying donors for their small businesses (future)

- Work with local BIPOC orgs to help implement collective wealth building and strengthen local BIPOC community networks
- Work with other organizational partners to redistribute wealth and fundraising opportunities to support all our people in getting free
- Work with local artists and makers to create giving campaign and collaborations

### Special Events

- Plan and implement annual fundraising events
- Work with community members to host fundraising events
- Oversee the farm team to provide and design meals for annual fundraisers
- Work with farm director to oversee the development strategy for the farm, gardens and CSA

### General Management

- Attend weekly leadership and team meetings, participate in all leadership activities
- Develop annual goals and budgets for the operation of the organization and organizational programs
- Attend fundraising trainings that center cutting edge liberation work in the funding sector

### Work Commitment

This is a 40 hour a week full time, year-round position.

### Qualifications & Compensation

Minimum qualifications for this position:

- Bachelor's Degree or equivalent professional experience
- A proven track record of identifying, cultivating and stewarding major gifts and multi-year relationships
- Excellent sales skills and first class relationship management combined with an outgoing, charismatic, and engaging personality.
- Exceptional networker with proven ability to identify and cultivate prospects through contact networking.
- Excellent writing, editing, and verbal communications skills, is a storyteller with the ability to tell SUSU's story in a compelling way
- The ability to make dynamic group presentations
- Strong financial analysis and planning skills, including the ability to anticipate tasks, set priorities, meet deadlines and function smoothly under strict deadlines and shifting priorities.
- High-level of computer literacy skills. Experience with CRM databases.
- Event planning experience

- Experience managing complex fundraising strategies as well as capital campaign planning and execution
- Demonstrated success garnering major donor support and raising six- and seven-figure gifts
- Exceptional leadership and relationship-building skills as well as an exemplary work ethic
- Commitment to embed and sustain equity, liberation, abundance and community centered fundraising within all aspects of the organization
- A deep personal commitment to the values of health, afroindigenous ecology, sustainability, trauma healing, and youth cultivation
- Actively working to dismantle white supremacy culture in their own embodied experience and in the communal spaces they occupy

### Compensation:

- Starting at \$60,000 per year, growing with the organization and proven ability to meet the fundraising goals of the organization.
- Other benefits will be discussed during the interview as we are currently a fiscally sponsored project.

### People who do well at SUSU

- People who have a commitment to and alignment with Indigenous solidarity work and embodied practice.
- People who deeply enjoy dreaming beyond what currently is and into a possible future.
- People who value traditional ecological knowledge as science
- People who tend to gravitate towards the impossible and imagine in this space. People who want to be part of something that is always changing and transforming.
- People who are Initiated into or are regular practitioner's of an African-centered spiritual tradition.
- People who are self motivated and who can balance self and collective care with a strong work ethic.
- People who are committed to engaging in the slow process of working through collective, intergenerational, and personal trauma in relation to our communal work.
- People who can hold discomfort, tension, and engage in feedback sessions and communal processing.
- People who are committed to multiracial and intergenerational community.
- People who value the earth, the land, and non human kin as sovereign beings.
- People who enjoy change, fluidity, and living documents and ways of being.
- People who understand the importance of Black feminist thought and Black femme leadership.

- People who are committed to and inspired by concepts like post activism and the work of people like Bayo Akomolafe, adrene marea brown, Alexis Pauline Gumbs, and others.
- People who are actively engaged in professional development and are willing and able to participate in workshops, trainings and seminars to improve their skills and stay current in their field or specialty.

## To Apply

- Application deadline: **October 31th, 2021**
- Position Starts: As soon as filled

Email resume and cover letter describing why you were inspired to apply for this position and relevant experience to [amber@sususcommunityfarm.org](mailto:amber@sususcommunityfarm.org) and [Naomi@susucommunityfarm.org](mailto:Naomi@susucommunityfarm.org)

\*All employees subject to 3 month probationary period

We provide equal employment opportunities to all qualified individuals without regard to age, color, marital status, civil union status, national origin, disability, race, religion, sexual orientation, gender or gender identity in all personnel actions, including recruitment, evaluation, selection, daily interactions, promotion, compensation, training and termination.