



Vice President Community Engagement Position Announcement

About Buzzards Bay Coalition

Buzzards Bay is a national treasure whose outstanding beauty and natural resources touch so many aspects of our lives here in southeastern Massachusetts. It is central to our quality of life, to our economy, and to the advancement of science (the world's leading oceanographic institutions are on the Bay). The Bay's waters support a thriving commercial shellfish and expanding recreational sport fishing industry, uncommonly diverse and abundant wildlife populations, and some of the finest sailing on the entire globe. On its shores, the Bay's watershed lands are among the most beautiful on the eastern seaboard, with deep forests, clear rivers, and farmland as old as New England itself, all meeting the Bay's soft edge of beaches and saltmarsh through more than 30 harbors, coves and tidal estuaries.

The Buzzards Bay Coalition was incorporated as a nonprofit 501(c)(3), membership-supported organization in July 1987. Today, The Buzzards Bay Coalition is an energetic, performance-driven and rapidly growing regional organization dedicated to the restoration, protection and sustainable use and enjoyment of our irreplaceable Bay and its watershed. The Coalition works to improve the health of the Bay ecosystem for all through education, conservation, research and advocacy.

We are a \$2.1 million/year organization staffed by a team of seventeen conservation professionals, aided by hundreds of volunteers, and supported by more than 8,000 members.

The Opportunity

The Vice President of Community Engagement reports directly to the President, is a member of the Coalition's senior management team, and serves as liaison to the Development and Community Outreach Committees of the Board of Directors. The VP of Community Engagement leads a team of six full time staff and four to six Service Corps members.

The VP of Community Engagement is responsible for the development and implementation of all aspects of fundraising and public outreach. Fundraising activities include management of the annual development program including meeting annual operating budget targets, major and planned gifts, annual fund, membership acquisition and retention, events, foundation relations, and volunteer engagement. There are currently three full time staff members in the

Development Office, in addition to the VP Community Engagement: Director of Membership, Events Manager and Development Assistant.

Outreach activities include implementation of all of the organization's active outdoor public programming for adults and youth including maintenance and promotion of 'Discover Buzzards Bay' (www.savebuzzardsbay.org/discover), interpretation of a system of open space Reserves and indoor Learning Centers, school-based programs, and web, email, social media and print communications. There are currently three full-time staff members at the Buzzards Bay Coalition working in outreach and communications, in addition to the VP Community Engagement: Communications Director, Senior Educator and Administrative Assistant/Volunteer Coordinator. Annually, four to six Americorps and Commonwealth Corp members also contribute greatly to this departments work.

In July of 2015, the Board of Directors approved a comprehensive fundraising plan that dovetails with and supports the 2015-2020 Strategic Plan. Specifically, the fundraising plan calls for annual budget growth of more than \$200,000 per year through FY18, the expansion of our membership to 10,000, the development of a major capital campaign, and the dramatic expansion of opportunities for public engagement through active outdoor programs that build strong connections between residents and their local environment. All of this new growth will be the primary responsibility of the VP Community Engagement.

Experience Requirements

- The ideal candidate will have a proven track record of fundraising success in nonprofits of equal or greater size.
- Demonstrated success in the acquisition and stewardship of all levels of supporters from event volunteers to \$10 members to seven-figure donors and foundations.
- Experience with capital campaign planning and management preferred.
- An entrepreneurial approach to building and guiding a development program and the ability to reach out to and directly engage the community in the mission of the Coalition.
- Superior communication skills, with the ability to summarize information and connect with a variety of audiences; clarity and persuasiveness in written and oral communications; and a high comfort level with current electronic media.
- Knowledge of nonprofit financial budgeting and planning.
- Master's Degree in Communications, Public Administration or Business Management and/or Environmental Science backgrounds highly desirable.
- Working knowledge of Blackbaud's Raisers Edge and NetCommunity software programs and their capabilities would be extremely helpful.

Personal Characteristics

- Integrity and Trust - Is widely trusted and seen as direct, truthful individual; keeps confidences; admits mistakes; doesn't misrepresent her/himself for personal gain
- Managing Vision and Purpose - Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision; makes the vision sharable by everyone
- Results and Action Oriented - Enjoys working hard; is full of energy for the things he/she sees as challenging; can be counted on to exceed goals; steadfastly pushes self and others for results
- Interpersonal Skills - Relates well to all kinds of people, up, down, and sideways, inside and outside the organization; builds appropriate rapport; listens; builds constructive and effective relationships; uses diplomacy and tact; truly values people
- Perseverance - Pursues everything with energy, drive, and a need to finish; seldom gives up before finishing, especially in the face of resistance
- Customer Focus - Is dedicated to meeting the expectations and requirements of internal and external customers; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
- Motivating Others and Delegation - Creates a climate in which people want to do their best; pushes tasks and decisions down; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel his/her work is important; is someone people like working for and with; is good at establishing clear directions; sets stretching objectives; distributes the workload appropriately; lays out work in a well-planned and organized manner; maintains two-way dialogue with others on work and results
- Priority Setting - Spends her/his time and the time of others on what's important; quickly zeros in on the critical few and puts the trivial many aside; can quickly sense what will help or hinder accomplishing a goal; eliminates roadblocks; creates focus.

For more information, or to submit a resume, contact:

Jim Morris
Senior Consultant
Solid Ground Consulting
1737 NE Alberta Street, Suite 205
Portland, Oregon 97211
503 249-0000
jim@solidgroundconsulting.com