



Director of Development Opportunity

Posting Date: September 29, 2021

Timeline: Applications submitted by October 25, 2021 will be given full consideration. Interviewing will begin in October; early applications are strongly encouraged.

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Path with Art (PwA) is seeking an experienced, strategic, and creative fundraiser to be its next Director of Development. A leader in its field, Path with Art is a Seattle-based, internationally recognized, arts organization that provides arts programming and community connection as a means for individual, group, and societal well-being. After continued growth in the past five years, PwA is poised to advance even further with a campaign to support significant program expansion fueled by the opening of ArHOME, an inclusive community arts hub adjacent to Seattle Center, scheduled for early 2022. **We are looking for a Director of Development who can build on this exciting momentum and take our fundraising program to the next level.**

The successful candidate will be a seasoned development strategist and team leader who can speak compellingly about the power of arts and the importance of inclusion and access. They will be eager to work in close partnership with a visionary and effective CEO and a supportive and engaged board. They will have experience supervising and mentoring development staff, and overseeing and executing all aspects of a comprehensive fundraising plan. They will bring significant experience in and comfort with major gift fundraising and donor stewardship, including the ability to effectively build rapport with donors and engage them in the organization in meaningful ways.

This is an exciting time of dynamic growth and strategic development at Path with Art. We are seeking an equally dynamic leader who is inspired by the opportunity for art to create lasting systemic change through individual growth and societal empathy. **Come join us!**

Organizational Overview

Since 2008, Path with Art has been at the forefront of a growing international movement that utilizes the power of art as a means to bring dignity, awareness, and healing to the complexities of the issues surrounding recovery from trauma. As a long-time leader in this field, the Path with Art model is currently being sought out and recognized by communities both nationally and internationally.

Partnership and intersectionality is at the heart of our practice. The core of our community-based arts programs is centered around low-to-no income adults and families who are working to rebuild their lives. Our participants are referred to us by over 50 social service partners. These include housing providers such as Plymouth Housing, the YWCA, and the Downtown Emergency Services Center as well as social service and mental health agencies such as the Sound Mental Health, Harborview Hospital, and King County Drug Diversion Court. We also partner with over 35 regional arts and cultural organizations, enabling them to open their doors more widely, support audience diversity, and provide access in a safe and welcoming community.

Our Mission Path with Art Fosters the Restoration of Individuals, Groups, and Society from the Effects of Trauma Through Arts Engagement and Community-Building.

Our Vision A world where arts engagement is recognized as transformative—connecting the individual with self, the self with community, and communities with society. In this world, the power of arts engagement is available for all.

THE POWER OF OUR WORK LIES AT THE NEXUS OF **ART & SOCIAL IMPACT**



As an organization built upon the practice of resilience, we learned in 2020 there is a strong alignment between the need for community recovery in this moment and Path with Art's mission like never before. We emerged stronger from the pandemic, embracing our ethos as a learning organization to help us think more creatively and strategically. This learning has informed our newly launched Strategic Plan and re-envisioned campaign, Art Transforms Us. The ArtHOME, an inclusive, dynamic, community arts hub, is a space designed for creation, connection, and healing. It will be our home base as we proactively expand programming that intentionally welcomes all people, but specifically those who are in need of a healing centered environment, and/or have been marginalized due to oppression in our society.

For more information about our programming and partners, visit our website at <https://www.pathwithart.org/>.

Our Values

Dignity Treating each person as inherently worthy **Learning** Expanding mindsets through novel thoughts and experiences

Empowerment Recognizing and expressing your strengths **Courage** Noticing your fear and taking action anyway

Creativity Using your ingenuity through imagination **Community** Fostering belonging

Organizational Snapshot

Path with Art's 2022 operating budget is projected to be \$2.3 M. There is a staff of 14 full time administrators, 50 teaching artists, and a board of 17 with the capacity to reach 23. The organization is in the process of completing the \$9.8M Art Transforms Us capital campaign, which will provide funding for expanded programming as well as the ArtHOME.



Fundraising Leadership at Path with Art



The Director of Development will report to the CEO and will supervise three staff (the Associate Development Director, the Development Coordinator, and the Marketing and Communications Manager) as well as occasional contractors. Working in partnership with the board and the CEO, they will have primary responsibility for planning and executing a development plan whose goal is to bring in ~\$2.3M in 2022.

Currently, approximately 30% of our annual revenue is raised through events, which include a spring luncheon highlighting the transformational healing power of the arts, and a fall gala featuring a fashion show of pieces created by participant artists. The rest of our revenue comes from individuals, foundations, public funding, and corporate giving. In addition, PwA is moving towards developing earned income streams, and it will be important to align those new strategies with our existing development goals and plans.

In 2019, Path with Art launched the “Art Transforms Us” capital campaign. The \$9.8M campaign is currently at 72% of goal, and will fund critical program expansion, support institutional longevity, and build the ArtHOME. As an official Seattle Center arts and cultural institution located at 2nd and Mercer, the ArtHOME will provide the foundation for extensive program expansion, as well as act as a national model for the role the arts can play in individual and community recovery. The campaign is led by a professional campaign consultant, and supported by Path with Art’s development staff, board, and a campaign committee.

The Director of Development will work closely with the CEO, who is herself highly engaged in fundraising for the organization, as a peer and a strategic thought partner. You will work together to create strategies to grow the donor base, sustainable fundraising strategies, and position the organization to realize its full potential. As Director of Development you will be called on to independently develop donor relationships and manage a major gifts portfolio of your own alongside the CEO, as well as support the board in their networking and fundraising efforts.

The Ideal Candidate

The ideal candidate will be a seasoned fundraiser who has the experience and strategic vision to move the development program forward at this exciting time. They will have experience with all major fundraising strategies, as well as an understanding of how an organization's marketing, communications, and earned income streams must be aligned in a comprehensive development program. They will bring particular expertise in major giving and stewarding authentic donor relationships, with excellent interpersonal skills and a proven ability to effectively build rapport and engage donors in meaningful ways. They will be skilled at being a coach and mentor to the development team and to the board of directors, as well as being an engaged and responsive thought partner to the CEO. The Director of Development must be a big-picture strategic thinker and problem solver who is also adept at handling the many deadlines and details that development work inevitably requires.

There are many paths to success in this job, but we expect that the successful candidate will bring most or all of the professional experience listed below:

- 5 years or more working in a senior fund development role
- Responsibility for planning, leading, and executing a diversified annual fundraising plan that successfully raised \$1M or more
- Experience managing a major donor portfolio and personally asking for five and six figure gifts
- Experience as a development team leader, including hiring and supervising fundraising staff
- Comfort and facility working with, analyzing, and developing strategies utilizing fundraising and financial data, including using relevant tools and technology (CRM's, donor research, online gift processing, Excel, etc)
- Knowledge of and/or connections to local, regional, or national funders and funding opportunities in the arts and/or social service sectors

The new Director of Development for Path with Art must share our organization's fundamental belief in the power of arts to heal trauma and see the connection between that mission and critical social justice work. They must be ready and willing to act as an arts and inclusion advocate who promotes the value of empathy, the potential of human beings, and the role that the arts can play in lifting the human experience.





Working at Path with Art

Path with Art has a friendly and informal professional work culture, where people work both collaboratively and independently in a kind and supportive environment. We are a learning organization where things move and change quickly; we value both hard work and a good sense of humor. We genuinely believe in work-life balance and support good mental health practices and self-care for all employees, including prioritizing family and personal needs when circumstances require it.

Path with Art's offices will be located in the Uptown neighborhood of Seattle in the new ArtHOME. Most of the staff are working primarily from home during Covid. Once regular office work resumes, we expect the Director of Development will be in the office as required by the position, while maintaining the flexibility to work from home on occasion as desired.

Commitment to Equity

Path with Arts's work is rooted in amplifying the voices of community members who have often been silenced by unjust and inhumane systems, and in helping people see their own essential worth. But we cannot do this work well without also addressing the injustices in those systems and working to dismantle the inherent inequity, which is rooted in generations of institutionalized racism as well as long held societal attitudes regarding ableism, sexism, and income disparity.

Path with Art has made an organizational commitment to diversity, equity, and inclusion with the intent of minimizing harm to those most impacted. We have invested significant resources to this mission aligned ongoing work and are committed to organization wide implementation.

We invite and welcome all candidates regardless of race, gender, ability, sexuality, religion, socioeconomic standing, or culture into this process, and commit to providing an inclusive workplace that will continue to evolve as we learn.

Compensation and Benefits

This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional (albeit infrequent) travel. **The expected annual salary range is between \$110,000 - \$130,000+**, depending on qualifications and experience. Path with Art offers generous benefits including 100% of health care, dental, and vision coverage. 15 days of vacation and 13 paid holidays are offered in the first two years, increasing to 20 vacation days in year 3. A 401K option is available.

How to Apply

Apply using the link below:

<https://cloversearchworks.recruiterbox.com/jobs/fk0surt>

Online applications only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as we can how your skills, experience, and values are a fit with the goals of this position and Path with Art's mission, as described in this announcement.

Applications received by October 25, 2021 will be given full consideration; early applications are strongly encouraged! All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; phone interviewing will begin in early October.

Questions regarding this opportunity are welcomed and can be directed to:

Emily Anthony: emily@cloversearchworks.com | 206-355-9132



Clover Search Works is honored to be partnering with Path with Art in this search.