



# **DIRECTOR OF PARTNER ENGAGEMENT & INVESTMENT**

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**BLACK  
FUTURE  
CO  
OP FUND**

# **THE BLACK FUTURE CO-OP FUND IS SEEKING A DIRECTOR OF PARTNER ENGAGEMENT & INVESTMENT TO JOIN IN BUILDING A NEW PHILANTHROPIC ORGANIZATION THAT PROMOTES LIBERATION AND GENERATIONAL PROSPERITY WITH BLACK WASHINGTONIANS.**

Washington state's first cooperative philanthropy created by and for Black Washingtonians, the Black Future Co-op Fund aims to ignite Black wealth, health, and well-being over generations. The Fund's vision: A Washington state, working cooperatively, where all Black people are liberated, prosperous, and self-determined to fully live their lives.

Black people have long been vital contributors to Washington communities and the growth of the economy in industries, such as aerospace, maritime, and technology.

Black people have undeniably innovated and driven popular culture that has local, national, and global impact. Yet, anti-Black racism has purposely and persistently undermined the opportunity for Black people to build wealth over generations. Discriminatory policies and the systemic devaluing of Black lives have perpetuated unequal and adverse life outcomes for Black people. Black communities are forging new pathways to self-determination, as America reckons with racism and racial injustice.







## ABOUT THE BLACK FUTURE CO-OP FUND

Inspired by the uprising for racial justice, four Black women who are social change leaders came together to launch the Black Future Co-op Fund in June 2020. Through networking and investing in Black communities across Washington, the Fund elevates and empowers Black-led solutions that foster Black wealth, health, and well-being.

The Fund's four primary areas of impact include:

- **CONNECTING BLACK COMMUNITIES FOR COLLECTIVE POWER.**  
Creating a statewide network of Black-led organizations and groups to support each other in healing, to share ideas, and to advance a common agenda for change.
- **PROMOTING A TRUTHFUL BLACK NARRATIVE.**  
Recognizing and uplifting true stories of Black people through media, research, advocacy, and more.
- **INVESTING IN BLACK-LED SOLUTIONS FOR GENERATIONAL PROSPERITY.**  
Funding the pursuits of Black communities and Black-led organizations and providing multiyear general support that strengthens economic, education, civic engagement, and health opportunities with Black people.
- **SHIFTING THE PARADIGM OF PHILANTHROPY.**  
Fashioning a new model of philanthropy that centers Blackness, follows the lead of Black people, and intentionally values and invests in Black communities.

As a new philanthropic endeavor, the Black Future Co-op Fund will be filing to become an independent nonprofit organization in 2022. In the meantime, the Urban League of Metropolitan Seattle is serving as the administrative home for the Fund and staff will be contracted by the Urban League, while the Seattle Foundation is serving as the fiscal sponsor and managing the financials of the Fund.

To learn more about the Black Future Co-op Fund, visit: [www.blackfuturewa.org](http://www.blackfuturewa.org).



## **THE DIRECTOR OF PARTNER ENGAGEMENT & INVESTMENT**

To resource the organization and further its mission, the Black Future Co-op Fund is seeking a Director of Partner Engagement & Investment who is responsible for developing relationships and raising funds from organizations and individuals. The Fund has an initial goal of \$25M, of which \$12.9M has already been committed, and longer-term aspirations of establishing an endowment of \$246M, that is \$1M for every year of institutional slavery in the United States.

Rooted in a community-centered philosophy and focus, the Director of Partner Engagement & Investment will establish and grow trusting, long-lasting partnerships aligned with the Fund's commitment to reinvent philanthropy. Working closely with the Fund architects and staff, this position is responsible for leading, managing, and achieving revenue goals to support the organization's priorities and primary areas of impact (outlined above). This includes raising the balance of \$12.1M and developing a long-term approach for an endowment.

The Director of Partner Engagement & Investment is an executive leadership team position who reports to the Chief Executive Officer.



# PRIMARY RESPONSIBILITIES

## Research & Design

- Research models for equitable philanthropy, community-centered fundraising, and participatory giving.
- Design and build a fundraising and development program suited to the mission, values, and goals of the Black Future Co-op Fund.
- Research prospective partners and maintain a portfolio of prospective partners and funding opportunities.

## Fund Development

- Develop annual and long-term goals and strategy for fundraising and other resource development to support the Fund's mission and build organizational sustainability.
- Implement the annual development strategy and plan.

- Coordinate the fundraising priorities of the founding architects.
- Design and oversee seasonal giving campaigns.
- Cultivate and manage relationships with various constituency groups of partners, including corporations, foundations, and individual donors.
- Design and manage an annual stewardship program for all partners and levels of investment.
- Develop and write proposals.
- Write and submit grant reports, as needed.
- Oversee partner communications.
- Co-maintain a customer relationship management (CRM) system for tracking, reports, analysis, and support of stewardship.

## Evaluation & Assessment

- Create a quarterly evaluation and assessment tool.
- Assess changing needs and trends.
- Produce regular analyses to inform the fundraising strategy and ongoing partner engagement.







## IDEAL CANDIDATE

The ideal candidate is someone with a proven track record for building relationships and raising funds. The candidate will represent a professional style that is rooted in understanding systemic racism at institutional and community levels and a demonstrated commitment to the Black community, racial justice, and transforming the philanthropic sector. The candidate will represent a personal style that is noted for partnership and collegial relationships and a genuine comfort working with a range of individuals and organizations, from the community to the board room. Successful candidates will exude clarity, confidence, and be grounded in the mission and vision of the Fund.

### **The ideal candidate will also possess the following attributes and experiences:**

- Strong interpersonal skills and demonstrated ability to cultivate relationships and motivate individuals and groups.
- Excellent written and verbal communication skills.
- Proven record of facilitating collaboration and cooperation among diverse organizations, communities, and people, and raising funds.
- Knowledge of Washington's diversity of people and places.
- Existing community and funder relationships to bring to the Black Future Co-op Fund.
- Find joy and inspiration in partnership and relationship building.
- Knowledge of anti-Blackness structural and institutional racism and intersecting oppressions.
- Demonstrated commitment to supporting the prosperity and well-being of Black communities.
- Experience working in/or with community-based, racial justice initiatives.
- Entrepreneurial approach.
- Driven by curiosity, with capacity for self-reflection and learning.
- Prior experience with CRM database use and management.



## DESIRED QUALIFICATIONS, KNOWLEDGE, AND SKILLS

- A deep commitment to racial and economic justice and the Black community.
- Minimum 7 years of work experience, including 5 years of fundraising experience and 2 years of supervisory experience.
- Bachelor's degree or demonstrated equivalent work or learning experience.

## COMPENSATION

The anticipated starting salary range for this position is \$130,000 to \$150,000. In addition, the Black Future Co-op Fund offers a comprehensive benefits package that includes medical, dental, vision, long-term disability, generous and flexible paid time off, employee assistance program, and support for ongoing professional development.

This is a full-time, non-exempt position. Currently, the Fund's operations are virtual, so this position can be located anywhere in Washington state. Periodic early morning, evening, and weekend hours, as well as occasional statewide travel will be required.

## HOW TO APPLY

Essential to the mission and work of the Black Future Co-op Fund is cultivating a team who embodies the diverse experiences of Washington's communities. We encourage applications from Black, Indigenous, and other people of color; people with disabilities; LGBTQIA+ and gender non-conforming persons; people living on low incomes; and people who hold several of these identities

The position will remain open until filled. First consideration will be given to applications received by **January 28, 2022**. To apply for this outstanding opportunity, please electronically submit your resume and letter of interest to The Byers Group at: [BFCF.team@byersgroupca.com](mailto:BFCF.team@byersgroupca.com) with your name and the position for which you are applying in the email subject line. The letter of interest should outline why you are interested in joining the Black Future Co-op Fund and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.



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