

The Bascom: A Center for The Visual Arts, in Highlands, NC invites energetic and mission-oriented development professionals to submit letters of interest for our Director of Development position. Join our organization at an exciting time as we make early plans for an upcoming capital campaign to realize the goals of many new strategic initiatives.

This is a great position for someone who is ready to make their mark in a dynamic organization – and for someone who loves the mountains of Western North Carolina.

The Bascom

Since 1985, The Bascom has contributed to the vibrant and vital presence of the visual arts on the Highlands-Cashiers Plateau. Our mission is to create visual art experiences that inspire and empower individuals and communities through seeing, thinking, and doing. We're committed to providing access to the visual arts to all people, enriching the lives of individuals & our community.

Director of Development

Reporting to the Executive Director, the Director of Development will serve as the chief development officer for The Bascom: A Center for the Visual Arts. The Bascom is a thriving, 40-year-old organization, nestled in the Western North Carolina Mountains, that draws affluent seasonal residents from across North Carolina and the east coast. Our mission is to create visual experiences that inspire and empower individuals and communities through seeing, thinking and doing.

The Director of Development of The Bascom is responsible for directing all fundraising strategies that will attract the resources necessary to ensure a balanced annual budget of \$2M million, \$1.3 M of which comes from philanthropic support. The Bascom's budget is also supported by programming revenue from a wide array of classes and workshops and revenue from a retail shop on site. She/he will work closely with the Executive Director and members of the Board of Directors and will manage a staff that includes full-time fundraising support staff. Funding programs include annual gifts, major gifts, grants, corporate sponsorships, and events.

Responsibilities

Essential duties

- Collaborate with the Executive Director, Board of Directors, and The Bascom team to create and implement a fund development plan that increases funding to support the organization's strategic direction. Focus on individual major gifts is imperative.
- Meet or exceed The Bascom's development goals while adhering to best practices and policies.
- Representing The Bascom in the community at large with donors, stakeholders and the general public.

Donor Development

- Identify a growing list of corporate and foundation donor prospects, at both the state and national levels, whose goals or interests align with The Bascom's mission.
- Build upon and expand relationships with donors and stakeholders in the Highlands-Cashiers Plateau and beyond - to attract philanthropic support.
- Leverage existing connections with individual donors to deepen existing relationships.
- Articulate, in partnership with the Executive Director, a compelling case for financial support.
- Proactively communicate the organization's progress to donors, especially to major gift donors.
- Work with the Director of Communications to create publications to support fundraising activities.
- Plan and execute effective donor cultivation, recognition, and stewardship.
- Responsible for overseeing all aspects of soliciting and closing individual gifts.
- Collaborate with the Executive Director and volunteer leadership to design and implement an aggressive capital campaign to fund programmatic and capital priorities identified through a comprehensive campus master planning process.

Grant Management

- Develop a thorough understanding of The Bascom's programs and identify potential private grant opportunities.
- Research and write high quality applications for private grants including producing or gathering any necessary supporting documentation. Throughout the process, collaborate with program staff to develop and realize final proposals.
- Fulfill all reporting requirements of grant-making foundations in a timely manner.

Corporate Sponsorships

- Develop a thorough understanding of The Bascom's programs and identify potential corporate sponsorship partners and opportunities.
- Develop and implement a corporate program including the management of benefits and reporting.

Fundraising Events

- Work with members of the Board of Directors and the Development Committee on the successful hosting of fundraising events during the summer season.
- Implement other fundraising events.

Planned Giving

- Design and implement a Planned Giving Program that encourages donors to include The Bascom in estate plans.
- Develop systems to identify likely planned giving prospects and establish relationships that leverage support for The Bascom.

Stewardship

- Leverage relationship between Board members and members of the leadership Director's Circle to develop a meaningful stewardship program that results in increasing engagement with donors.

Desired Qualifications

No matter who you are or where you come from, you are welcome at The Bascom. We embrace individuality, support human growth, and encourage everyone's point of view.

The ideal candidate must be passionate about the mission of The Bascom and have a deep understanding of the current philanthropic climate and best practices. The candidate must thrive on working independently to create a vibrant development function, be able to work closely with the Executive Director and an engaged Board of Directors, build relationships with donors and potential donors, and be a collaborative partner with colleagues on the Staff. Experience with major gifts.

The successful candidate will possess the following qualifications and traits:

- Clear enthusiasm for the mission of The Bascom.
- Experience in fundraising techniques, particularly in individual major gifts.
- Strong interpersonal skills with the ability to develop and maintain external relationships.
- Excellent writing skills.
- Grant writing experience preferred.
- Ability to manage a fundraising database. Experience with Bloomerang a plus.
- Proficient with Microsoft Office Suite, especially word, excel and PowerPoint.
- Experience with coordinating fundraising efforts, including events, membership, and annual funds.
- 5-7 years of proven performance in fundraising success in professional capacity with non-profit organizations preferred; alternative trajectories will be considered.
- Bachelor's degree, Master's degree preferred in relevant field.

Schedule

Full-time, Exempt, In-person (hybrid possibility)

Salary Range

\$80,000 - \$100,000

Letters of Interest and resume should be submitted by email to Niki Kinkade, Executive Director of The Bascom (nkinkade@thebascom.org); review of materials begins immediately; for full consideration, please submit materials by August 30, 2024.

