



SHOWING UP FOR RACIAL JUSTICE

Position Title:	Senior Donor Organizer
Reports to:	Director of Impact
Employment Status:	Full Time
FLSA:	Exempt
Location:	Remote
NLRA:	Bargaining Unit Position

Showing Up for Racial Justice (SURJ) undermines the power of the Right and plays a critical role in building multiracial majorities by organizing in majority white communities. In this historic moment, SURJ's work to organize white people away from white nationalism and towards multiracial solidarity is more important than ever. As a result, SURJ has grown exponentially over the last two years. We ground our organizing in a framework of "mutual interest" and have an inclusive, open-hearted approach to organizing -- calling people into this work rather than creating barriers to participation -- while maintaining a clear political line. We believe that together -- as part of a powerful multi-racial, cross-class movement for collective liberation -- we can force the systems of white supremacy and racialized capitalism to crumble.

Position Summary:

SURJ is proud that the majority of our funding comes from individual donors. The Senior Donor Organizer will work closely with the Director of Impact, the Deputy Development Director, the SURJ Board, the Impact Team, and SURJ organizers to build out a donor community and increase the number and size of major gift contributions ranging from \$10,000 to \$50,000, including holding some relationships who contribute more. This role will also work with the Deputy Development Director, the Impact Team, and organizers to build systems that effectively steward donor relationships at all levels. SURJ is aiming to build a distributed culture of fundraising, which means that this position will be focused not just on raising money directly, but will also work with a broad group of individuals to build fundraising skills and make asks. SURJ Development encompasses a holistic approach to cultivating engagement, participation and financial support for the work and mission of SURJ. We combine political education, organizing, and leadership development to grow contributors' investment in the essential work of SURJ and the broader movement for racial justice and dismantling white supremacy. The ideal candidate for this position will be a highly skilled fundraiser, grounded in shared political analysis, who is clear about the need to raise money to organize white people into movements for justice.

SURJ believes in centering the leadership of the communities we are primarily organizing, and encourages people who identify as poor and working class, formerly incarcerated, Disabled, LGBTQ+, and Southern to apply. This position is included in a union-represented collective bargaining unit, and specific terms and conditions of employment are subject to negotiations for a Collective Bargaining Agreement.

PRIMARY RESPONSIBILITIES — *Essential duties and responsibilities may include, but are not limited to the following:*

Direct Donor Organizing (80%)

- Refine and grow our individual giving and donor relations strategy for donors who contribute over \$10,000, in collaboration with the Director of Impact
- Create opportunities to organize people with wealth, including political education, and invitations that create belonging in our movements
- Establish timelines and adhere to deadlines for solicitation efforts
- Create and implement individual giving strategies, timelines, and communications
- Develop appropriate list segments for each fundraising campaign and cultivation piece
- Craft messaging appropriate for renewals, appeals, and reinstatement efforts, given organizational priorities and focus
- Make direct asks for funding throughout the year
- Identify donors with major or planned giving capacity and greatest likelihood to increase their financial support
- Support donors in making solidarity contributions to SURJ's movement partners
- Build and maintain authentic and meaningful relationships with donors, bringing a relational approach to fundraising
- Bring a self-directed approach to managing a donor list, including seeking new donors, leveraging personal relationships, and mapping new ways to bring supporters closer to SURJ's work

Culture, Community, and Belonging (10%)

- Coordinate, plan and co-host events for donors with SURJ leaders and staff
- Meet donors in person when possible to build personal relationships with our funder community
- Work closely with our organizers and membership staff to create and implement models for deepening donor engagement situated in SURJ strategy and organizing projects
- Support SURJ staff, chapter leaders and member leaders to understand the importance of making asks and working with them to feel comfortable to do so in consideration of barriers related to class, gender and race
- Ensure donors are effectively thanked, recognized, and connected to SURJ
- Develop ways for donors at all giving levels to engage and feel informed and excited about SURJ's work

Systems and Strategy (10%)

- Contribute to development planning, including close partnership with the Director of Impact, Deputy Development Director, Executive Director, and Impact Team
- Develop ways to bring more SURJ staff, volunteers, and board members more deeply into SURJ's fundraising
- Communicate to the larger SURJ staff and board about fundraising efforts

Candidate Requirements

Knowledge:

- Class consciousness and awareness of how your class background shapes how you show up in groups and in your fundraising work, willingness to engage with class and privilege;
- Commitment to SURJ's work, and grounding in broader social and economic justice movements;
- Knowledge of best practices in social justice development and nonprofit development;
- Belief in a cross-class movement that centers poor and working class leadership, with clarity about the opportunity for people with class privilege to belong to movement work.

Skills: We are looking for candidates with the ability to:

- Communicate clearly and respectfully with members, board and staff from diverse class backgrounds, communities, geographies and cultures;
- Use a CRM database system, including EveryAction and complex spreadsheets, a plus;
- Be highly relational and meet people where they are at in an engaging and authentic way;
- Be highly self directed and organized, with the ability to prioritize competing projects;
- Manage short and long term projects and move project contributors along a timeline;
- Coach people with a variety of skills and backgrounds to feel confident and dignified in their fundraising.

Experience:

- 5+ years of development experience, particularly with individual donors
- Experience coordinating volunteers, a plus
- Experience raising money in a movement context, whether as paid or volunteer work
- Experience supporting people in participating in fundraising work
- Experience making direct asks of donors, with experience making asks of above \$25,000
- Experience working as organizer or volunteer in a base-building organization, a plus

Salary / Benefits/ Other Information

- Annual salary (exempt): \$90,000
- This is a remote position and can be based anywhere in the U.S. All staff work remote from home
- 401K retirement plan with up to 6% employer match after 1 year of service
- Health, dental and vision insurance including available employer contribution toward children and family coverage
- Twenty (20) days paid time off per year (prorated)
- Twelve (12) days of sick leave per year (prorated)
- Thirteen (13) paid holidays per year
- Three additional paid weeks off for organization-wide shutdown summer & winter breaks
- Employer paid short-term and long-term disability insurance
- Employer paid life insurance
- Monthly \$150 technology support stipend (internet, phone)
- Professional development resources each year
- Paid parental leave
- Paid sabbatical after 5 years
- Willingness to travel frequently throughout the year, a plus.
- COVID vaccination is required for employment, except in a few narrow cases of medical or religious exemptions.

To apply, [fill out this form](#) and upload your resume and cover letter at the end of the form. This position will remain open until filled, but applications submitted before April 7th will be given priority consideration for a first round of interviews.

SURJ is an equal opportunity employer, and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, veteran status, or any other characteristic protected by law.