



Vice President of Philanthropy

**Boston Harbor Now**

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**BOSTON | NEW YORK**

***Boston Harbor Now seeks a VP of Philanthropy to accelerate major gifts, advance board development, demonstrate DEI commitment, serve as a philanthropic thought leader, and oversee a high-performing development team***

## About Boston Harbor Now

Boston Harbor Now is a nonprofit organization committed to equitable access, climate resiliency, and the Harbor's role in the health and economy of our region. As the legislated partner of the Boston Harbor Islands National and State Park and the City's partner for the Harborwalk, it encourages people to explore Boston's waterfront and Islands by promoting and hosting hundreds of free and low-cost recreational, cultural, and social events. BHN partners with the City of Boston and waterfront communities to prepare for sea level rise, while promoting outstanding waterfront open space, and partners with the Mass Department of Transportation to develop and advance a Boston Harbor-wide water transportation plan for expanded ferry service. They support investment and innovation in Boston's working port to better support our 21<sup>st</sup>-century maritime economy.



Boston Harbor Now is an organization that is both known and new, built on a foundation of sixty years of collective work with a focus on the future. BHN's vision is bold and requires a broad range of expertise, including planning, policy, business, operations, development, advocacy, communications, and programming. A key part of the BHN mission is making the Harbor, waterfront, and islands welcoming and accessible as well as ensuring Boston communities are protected from the impact of a changing climate including sea level rise and storms.

Current projects underway include: the Stone Living Lab, focused on finding nature-based solutions to sea level rise; the redevelopment of Long Wharf as a climate resilient water transportation gateway to the Harbor; the development of Moakley Park, the City's largest waterfront park that is poised to be a model for resilient park design serving some of those most in need of high-quality recreation; and the implementation of the Redevelopment Plan for Peddocks Island.

For more information about Boston Harbor Now, please visit: [www.bostonharbornow.org](http://www.bostonharbornow.org)



## About Philanthropy at Boston Harbor Now

Boston Harbor Now seeks broad community and financial support to make progress towards goals of equitable access for all people and sustainability of the Boston Harbor and Islands. Supporters are committed to the future of these marvelous places as a 21st-century model for public access and climate resilience.

The fundraising program at Boston Harbor Now has experienced steady growth in recent years. BHN has had success with both individual and institutional giving, particularly in terms of consistent support from the Board and through sponsorship of two events per year (in summer and in fall). BHN continues to grow its base for annual giving as well, especially when it comes to mid-range gifts.

The biggest opportunity for fundraising growth is in development of a major gift pipeline and program, particularly as it relates to identification, cultivation, and solicitation of non-built-in constituents. BHN's mission and programs span nonprofit sectors allowing for prospects and donors with wide-ranging interests and priorities to connect at BHN on a multitude of issues— including climate change, social justice, access for under-served audiences, arts and culture, health, and education.

The incoming VP will benefit from a Salesforce database that is already set up for major-gift tracking, with clean data and screening information that is updated annually.

In the first three months, the VP will be responsible for conducting a comprehensive assessment of the organization and presenting recommendations for new goal setting and achievement.

## Commitment to a Representative Staff and Board

Boston Harbor Now is committed to a diverse board and staff that reflects the communities served throughout Greater Boston. As seen in the Changing Faces of Greater Boston report from the Boston Foundation, Boston is becoming more diverse in race and ethnicity. BHN has made progress and is actively recruiting more racially diverse board and staff leadership.

- 15% of Board of Trustees and 36% of Board of Advisors are people of color
- 22% of staff are LGBTQ+
- 33% of staff are people of color

Following the nation-wide protests of racial injustice in 2020, staff also initiated a 3-year effort for an all-staff diversity, equity, and inclusion training program with an outside facilitator. BHN is currently working with a diversity consultant to develop and execute a strategy based on the following commitment:

“Boston Harbor Now is an intentionally diverse workplace. We are intentional about hiring, developing, and retaining people of color at all levels. We don't just accept differences – we celebrate them, we value them, we promote them, and we thrive on them for the benefit of our employees, volunteers, supporters, partners, and community. We recognize that people bring their personal histories to work and that we make better decisions when we include a wide range of experiences and opinions. Diversity refers not only to race and gender, but also to an array of human differences including culture, ethnicity, geography, socio-economic position, ability, sexual preference, experience, background, perspective, and more that exist in the community and are reflected in the workforce. We value using a race equity lens to manage the organization and create spaces for conversations on race and ongoing staff engagement and empowerment to redesign policies, practices, services, and programs. Boston Harbor now strongly believes that diversity plays an essential role in our mission, fostering innovation and creativity, attracting the best candidates to our team, and enhancing our ability to serve.”



### About the Vice President of Philanthropy Position

This is an important opportunity to join a diverse team of talented individuals who work closely with public agencies, communities, and private and nonprofit partners. As a member of the executive team, the Vice President of Philanthropy will lead, manage, and implement all aspects of development, work closely with the Board, and serve as an important external ambassador.

Reporting to the President and CEO, the VP of Philanthropy will be an innovative and established development professional with a track record of creative, strategic leadership and management. The preferred candidate will be a team player, capable of communicating and working effectively with the Board and a diverse and growing staff. They will collaborate to make strategic decisions to raise the profile and the funds to fulfill the organization's vision and work closely with the Board to prepare and implement a comprehensive development plan. The VP will develop and implement strategies to grow existing donors and identify, cultivate, and steward new funding sources while implementing sustainable systems that enhance and measure productivity. They will manage the development staff and budget and oversee all aspects of development, with a focus on growing major gifts.

Board development and recruitment will be key function of the VP of Philanthropy. BHN's board is highly engaged, consisting of 21 Trustees, 7 Ex-Officio Trustees, 30 Advisors, and 3 Trustees Emeriti. As philanthropy is a primary responsibility of each Trustee, there is no separate Development Committee. Trustees have been generous in sharing their networks and with their individual financial support; 100% of them give to BHN annually. Advisors bring a range of content expertise and serve as a pipeline for Trusteeship. Reflecting the Board's deep investment in the success of a future VP, select members will join a Transition Subcommittee to guide them in the first months of tenure.



## Key Responsibilities

### *Strategic Leadership and Staff Management*

- Collaborate with the Executive Team and staff to develop and implement BHN's strategies and initiatives
- Special responsibility for board recruitment, development, and support
- Contribute to continued growth of the organization through strategic leadership and fundraising internally and externally
- Hire, manage, and cultivate the development staff and incorporate all staff and volunteers in the development function

### *Fundraising*

- Partner with and support the President and CEO and Board of Trustees on all major fundraising initiatives, including a comprehensive development strategy for individual, corporate, foundation, and government grants
- Manage and solicit a portfolio of important, long-term individual donor and partner relationships
- Oversee research of funding sources and trends and development of proposals to position Boston Harbor Now for future growth
- Monitor development information and performance, presenting analysis to Board and staff
- Increase all sources of donations over time, consistent with the organizational strategy and plans

## Ideal Qualifications

- Experience setting best practice standards and achieving ambitious fundraising goals, supervising fundraising staff and budgeting
- Record of success identifying, cultivating, soliciting, and stewarding a portfolio of individual donors at the 5 and 6-figure gift level
- Demonstrated ability to grow a sustainable major-giving program; elevating donor relationships and increasing gifts over time from non-built-in constituencies
- Ability to establish productive and collaborative relationships with Trustees, donors, staff, volunteers, and philanthropic partners
- Experience as a strategic thinker—who is creative, innovative, and takes initiative
- Committed to the values of diversity, equity, and inclusion
- Excellent verbal and written communication skills
- Experience supervising staff and working effectively as part of an executive team
- Highly organized, detail-oriented with excellent management skills

## Additional Valued Experience

- Fundraising for an organization focused on civic engagement, DEI, public education, transportation, environmental advocacy, or public health highly preferred
- Relevant experience with governance relations and demonstrated board recruitment skills
- Familiarity with major gifts, annual giving, corporate sponsorships, events, direct mail, foundation and government grants, online giving, and planned giving
- Exposure to collaboration with government agencies



Please email your cover letter and resume in confidence to: [BHN@developmentguild.com](mailto:BHN@developmentguild.com).

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### **About Development Guild DDI**

*For 40 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. With offices in Boston and New York, we have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.*

*With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.*

