



Director of Development

Join **Waypoint Adventure** as their first **Director of Development**! Be part of Waypoint's next chapter and help ensure that hundreds of youth and adults with disabilities flourish in life through Waypoint's outdoor adventures. Waypoint Adventure was recently awarded a transformative gift. As Waypoint's Development Director you can ensure this gift results in lasting benefit for Waypoint's "adventurers" through building the strategic infrastructure that continues to attract investment in Waypoint's unique model.

Waypoint Adventure:

Since 2010, Waypoint Adventure has provided adventure-education for people with disabilities actively exploring life's potential. Equity and inclusion demand that all people, regardless of ability, have opportunities for adventure. Why? So that each of us may realize our personal value, strengths, and abilities. The challenges faced and support discovered in Waypoint's programs help people become stronger individuals and better community members. Waypoint Adventure uses quality experiential and adventure-based education programs to transform the lives of individuals with disabilities. We work with school groups, social service organizations, families, and individuals to offer custom designed adventures that meet the goals and objectives of that group or person. These programs are not just about having fun outdoors; they are about positive individual and group development. They're about building social and character skills, forming teams, and transforming people's views of themselves and their abilities. Join us!

The Position:

From the hard work and dreams of two seasoned outdoor adventurers, Waypoint has grown to a team of more than 10 staff offering more than 200 programs and serving over 1,800 individuals this past year. From kayaking to rock climbing to tandem biking to hiking and a Leaders-in-Training program, Waypoint offers multiple avenues for individuals, families, school groups, and others to challenge themselves outdoors, despite disability. Waypoint has grown through generous support from individuals, private foundations, and earned revenue from partnerships. A full-time, energetic, experienced (and adventurous!) Development Director will permit Waypoint to build upon its program growth and bring its exceptional commitment to quality to funders eager to make a difference for people with disabilities and everyone who loves the outdoors.

Reporting to co-Founder and Executive Director Dan Minnich, the Development Director will combine an outdoor enthusiast's willingness to take care of practical tasks, with an adventurer's willingness to dream big and secure a strong revenue path for Waypoint. This role will collaborate with the Education Director and manage the grant writer, communications manager, and development manager to achieve the fundraising goals. A successful applicant will be, first and foremost, passionate about the mission of Waypoint. They will firmly believe that the power of adventure-learning experiences creates positive change in individuals and groups and will continually champion this belief.

Key Responsibilities

For the energetic fundraising professional eager to develop their own fundraising operation or the savvy change agent intrigued by bringing a development operation to the next level, this is the ideal position. This position will call upon a candidate's entire repertoire of skills and experiences and requires the ability to combine both persistence and a sense of humor. Among the key responsibilities will be the following:

- Ensure that current and potential donors are identified and stewarded through a process that employs the skills and passion of Waypoint's leadership and staff effectively and efficiently.
- Identify opportunities to leverage the respect and expertise of Waypoint in the disability community to increase understanding and recognition of Waypoint's unique model.
- Organize every member of the staff and board to build a culture of philanthropy across Waypoint, collaborating across a thoughtful plan for both annual revenue and long-term growth in fundraising.
- Identify near-term opportunities to strategically engage Waypoint's Executive Director and others to invite supporters to get more involved in all aspects of Waypoint including its revenue development.
- Assess the landscape for corporate giving in Waypoint's geography and develop and cultivate productive corporate partnerships within companies that share Waypoint's goals.
- Work with Communications staff to best use social media and traditional marketing to continue to build awareness and Waypoint's base of supporters, including lapsed and or intermittent donors.
- Use tools and technology, including Waypoint's database, to facilitate better communication and service to donors in order to deepen collaboration and develop greater investment.

Qualities and Qualifications

In seeking a Director of Development, Waypoint Adventure is looking for an individual with both the leadership skills to align current efforts and grow support as well as the personal qualities that foster donor relationships and contribute to a friendly, supportive workplace and an organization moving from startup to its next level.

The successful candidate for Director of Development will bring most, if not all, of the following personal qualities and professional qualifications to this position:

- Diverse, in-depth experience in a successful fundraising office, preferably as a strategic thinker and energetic do-er. A minimum of five years of direct experience in nonprofit fundraising is required.
- Demonstrated success in attracting, cultivating, and stewarding meaningful gifts. Experience soliciting five and six figure gifts is preferred and experience in moves management is especially welcome.
- Demonstrated strength in using the interpersonal skills necessary to cultivate strong donor relationships.
- Expertise in using donor databases to inform immediate financial and budgeting needs as well as strategic growth.
- Enthusiasm for working with staff and board leaders to engender organization-wide participation in fund development.
- Success in using communications tools to attract new generations of members and donors to an organization and its mission.
- Experience, from grant writing to funder relations, with private foundations as well as the strategies likely to secure large, program related investments.
- A personal commitment to outdoor adventure for people of all abilities is required, and an active engagement in the outdoor world or disability community is preferable.
- An eagerness to go on adventures!
- A bachelor's degree or similar education or experience is ideal.

Compensation and Benefits

Waypoint is committed to a competitive salary and benefits for all staff. This is a new position, but we anticipate a range of \$100-\$115,000 annual compensation. In addition, Waypoint's benefits include vacation including the period between Christmas and New Year's, sick time and 401k plan (after 1 year of

employment). Waypoint team members work a hybrid schedule, with a preference for this position to be in the office four days a week. Waypoint is located at 453 Concord Ave, Lexington, MA, with programs occurring across the region.

To Apply

Send your resume and a detailed cover letter to search consultant Carolyn O'Brien Consulting, LLC at this [link](#). Title your resume with your last name and first initial followed by the word RESUME (e.g., SMITH J, RESUME). Title your cover letter with your last name and first initial followed by the word COVER (e.g., SMITH J, COVER). While applications will be accepted until the position is filled, applications received by July 7, 2023, will receive first priority.

Equal Opportunity

Waypoint Adventure is committed to the principles of equal opportunity and to creating an inclusive organizational environment. Qualified applicants are considered for employment without regard to age, race, color, religion, sex, sexual orientation, national origin, disability, or any other protected characteristic. If you need assistance or an accommodation during the application process because of a disability, it is available upon request.