



DEVELOPMENT DIRECTOR

HAVEN

Bozeman, Montana

[Haven](#)



The Aspen Leadership Group is proud to partner with Haven in the search for a Development Director.

The Development Director will strengthen the community's involvement in Haven through collaboration with donors, staff, Board members, and volunteers. The Development Director will oversee all of Haven's fundraising efforts, including the major gifts program, annual fund, endowment, and planned giving. The Development Director will secure the funds necessary to fulfill Haven's mission, while increasing capacity and sustainability, and acting as a strategic partner on Haven's Leadership Team.

Haven is committed to reducing the incidence and minimizing the impact of domestic abuse on families and communities. It provides emergency shelter, crisis intervention, on-going support, referrals, and education. Its services are for any person impacted by domestic violence, sex trafficking, or stalking. It meets survivors where they are, and offers compassionate support as they move towards a life free from violence. Haven envisions a community knowledgeable about domestic abuse, fully engaged and committed to the safety and well-being of its members.

Haven began serving survivors in 1979. Over the last four decades, Haven has worked to both provide safe intervention for survivors of domestic violence, as well as to prevent future violence from occurring. It believes increased awareness through community education can make everyone an ally in ending domestic violence.

Haven is the only nonprofit serving survivors of domestic violence, sex trafficking, and stalking in Gallatin County. Its approach makes it unique — everything it does is deeply and genuinely rooted in empowerment. Haven connects survivors to all the resources and help they need, while trusting that they should be the one to decide what's best for their own journey.

In the last year Haven has served 1,014 survivors: 354 received legal advocacy, 24 attended support groups, 50 received counseling, and 118 men, women, and children received shelter. Haven's 24-hour support line has answered 5,103 calls for survivors, families, and community members. Haven's life-saving work is only made possible through the generous support of the community.

REPORTING RELATIONSHIPS

The Development Director will report to the Executive Director, Erica Aytes Coyle, and serve on Haven's Leadership Team. The Development Director will have one direct report, the Development Manager, who will supervise the other two members of the development team (Events & Corporate Partnerships Manager and Grants Specialist).

FROM THE EXECUTIVE DIRECTOR

Haven's Board and staff leadership has worked intentionally to create a welcoming, collaborative culture within the organization. Work/life balance is encouraged with flexible schedules and a focus on recognizing and supporting the whole person — not just the work they produce — among our staff members.

Haven has experienced tremendous growth over the past seven years, much of it concentrated in the past three years. We just met an \$8 million capital campaign goal for a new facility that will open in late 2022. We now have the opportunity to focus our development work on increasing the organization's sustainability and community presence. This is a phenomenal opportunity for someone who is mission-driven, collaborative, and strategic to step into this role and help take Haven to the next level in partnership with our Board, staff, and supporters.

—Erica Aytes Coyle, Executive Director

DIVERSITY, EQUITY, AND INCLUSION

Haven approaches each person as a complex individual with their own unique background, worldview, and challenges and opportunities. That is why it is committed to working with any and all survivors of domestic violence.

- Haven ensures its policies are supportive to anyone of any gender identity or sexual orientation.
- Haven believes everyone has the right to a safe relationship, regardless of their citizenship, national origin, or immigration status.
- Haven supports meaningful access to cultural traditions, religions, and spiritual practices.
- Haven is committed to working with survivors facing challenges beyond the abuse, including disabilities, mental health, substance abuse, and poverty.
- Haven does its best to accommodate any language barriers survivors have.
- Haven understands that domestic violence occurs among all races and ethnicities and is committed to working with anyone experiencing violence.
- Haven knows domestic violence can happen in dating relationships, as well as marriages, and is committed to working with survivors, regardless of their marital status.

In addition to the above commitment, Haven is taking active steps towards increasing equity among staff through an equity compensation analysis and calculator. This process will result in staff members being fairly compensated for not only the education and professional experience they bring to their role, but also their lived experiences and their exposure to vicarious trauma in their role at Haven. Haven is working with RoadMap Consulting, a leader in the field of DEI work, to create this more equitable compensation philosophy and calculator.

PRIMARY RESPONSIBILITIES

Fundraising

The Development Director will

- secure new funding sources to ensure the organization's sustainability;
- design and execute an annual development plan to raise the funds for Haven's operating budget each year;
- implement Haven's strong donor stewardship program to increase donor engagement, loyalty, and retention, including both annual stewardship and increased stewardship around specific events;
- supervise and support Haven's Development Manager;
- mentor and support the Board of Directors in fundraising work;
- support the Executive Director's major gift work by partnering on strategy and developing and writing proposals;
- represent the Development Team at Board, Development Committee, and task force meetings and provide information as requested;
- manage the major gifts program for Haven, including documentation, metrics, prospect pipeline, new donor tracking, and Board introductions;
- design, lead, and collaborate with staff, Board of Directors, and Development Committee to create and complete an endowment campaign;
- implement the Haven Legacy Society planned giving program; and
- lead and collaborate with staff, Board of Directors, Capital Campaign Task Force, and volunteers to successfully conclude Haven's capital campaign.

Organizational Leadership

The Development Director will

- work with the Board of Directors to provide the training and support necessary to increase their capacity for fundraising;
- mentor and educate the organization on fundraising best practices and the importance of fundraising to meet Haven's mission;
- serve on Haven's Leadership Team; and
- evaluate external feedback from the community to inform development strategy.

LEADERSHIP AND KEY COLLEAGUES

Erica Aytes Coyle

Executive Director

Erica Aytes Coyle has worked in the field of intimate partner violence intervention and prevention for nearly a decade and has served in the executive role at Haven since 2014. She holds her Master of Public Administration and has bachelor's degrees in English and Spanish. Erica serves on the Board of the Montana Coalition Against Domestic and Sexual Violence, providing resources and support to domestic and sexual violence organizations statewide, while also advocating for legislation that best serves survivors.

Under her leadership and in partnership with the larger Haven team, Haven's staff size has tripled, and the number of programs offered has doubled. With this growth, Haven has been able to increase its quality of services as well as expand the number of services available to survivors. Additionally, during Erica's term, Haven has increased its focus on mobilizing the greater Gallatin Valley with the education and resources needed to support survivors and create community-wide change.

In addition to her work at Haven, Erica loves spending time with her husband and their two children, traveling, and exploring Montana in their camper.

Michelle Skinner**President, Board of Directors**

Michelle Skinner is the Director of Health Systems for TeleTracking. As a nurse with more than 20 years in healthcare leadership, Michelle believes the rising need for the services Haven provides is an indicator of the need for safety, healing, education, and awareness in the community. She is honored to serve as Haven's Board President and assist in advancing Haven's mission alongside the organization's amazing team.

Michelle lives on a small farm in Gallatin Gateway with her partner, John Hill, and their two Griffons, Cookie and Lou, where they enjoy exploring and spending time outdoors.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Haven seeks a Development Director with

- a commitment to the mission of Haven and an ability to positively represent the organization;
- an ability to build meaningful and enduring relationships with new and existing donors;
- campaign experience, particularly major and planned giving campaigns;
- experience securing gifts with significant organizational impact;
- an understanding of endowment-building;
- strong interpersonal and writing skills;
- an ability to lead and motivate staff, Board members, and volunteers;
- experience working with a Board of Directors;
- a positive attitude, a desire to show concern for people and the community, to demonstrate presence, self-confidence, common sense, and good listening abilities;
- experience working with survivors of domestic violence (preferred); and
- knowledge of eTapestry Software (preferred).

A bachelor's degree is required for this position as is at least eight years of experience in nonprofit or private sector management, with an emphasis on fundraising.

SALARY & BENEFITS

Haven offers a competitive compensation and benefits package.

LOCATION

Haven provides a flexible work environment with a hybrid of both in-office work and work from home options. Due to the nature of the Development Director's role and the need to conduct face-to-face meetings with donors, candidates must be willing to live in or near Bozeman, Montana.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission and vision of Haven as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit:

[Development Director, Haven.](#)

To nominate a candidate, please contact Gregory Leet:

[gregoryleet@aspenleadershipgroup.com.](mailto:gregoryleet@aspenleadershipgroup.com)

All inquiries will be held in confidence