



Bread & Roses
community fund

Senior Director of Development and Communications

**Bread & Roses
Community Fund**

[Application Link](#)

Grantee Partner: Asian Americans United

Search Team:

Melissa Madzel and Shavon Bell
Do Good Connections



Senior Director of Development and Communications Bread & Roses Community Fund Philadelphia, PA



ABOUT BREAD & ROSES COMMUNITY FUND

Bread & Roses Community Fund moves money to grassroots groups in the Philadelphia region who are organizing in communities facing systemic oppression so they can address problems at their root.

We are a multi-racial, cross-class, gender-diverse, intergenerational community of donors, organizers, movement leaders, and allies who move money to organizations working to realize our shared vision of liberation for all. We fund groups led by the people most affected by injustice and inequity, and that have a long-term vision and strategy for change.

Together, we challenge the political status quo; fight inequities in social and economic systems; confront racism, sexism, and other forms of discrimination and exploitation; and organize for social justice. We offer change, not charity.

For nearly five decades, Bread & Roses has been the primary vehicle for moving money to grassroots groups organizing for real-world change in the Philadelphia region. Since our founding in 1977, Bread & Roses has helped channel more than \$30 million to local groups powering change.

Bread & Roses Community Fund inspires people to take collective action and create real change in their communities, the Philadelphia region, and beyond. We raise money through donations of all sizes, coming from individuals across the economic spectrum, as well as foundations, corporations, events, and donor advised funds.



Grantee Partner: Juntos

Grants are determined and awarded using a community-led decision-making process. Our grants go to local groups working for good schools, fewer prisons, better jobs, a safe environment, quality health care, and more. Bread & Roses has grown significantly in recent years, with heightened attention to issues of social, racial, and economic justice, due to the impact of the pandemic, and in the aftermath of the murder of George Floyd. Since that time, our staff has grown to 10 people and we distributed over \$1.2 million in grants in 2025.

We are currently undergoing an ambitious strategic planning process to look at the next chapter of Bread & Roses and to invite input and feedback from our community partners. The planning process will be completed in alignment with our upcoming 50th anniversary.

Our team of 10 staff members bring deep dedication and passion for the work of social justice. They understand that the unique role of Bread & Roses, as a community fund, is to align donors, supporters, activists, and organizers around movement work. The team works full-time from our Center City office, holding a community space that is frequently used by our grantee partners.

QUICK LINKS

- [Staff and Board of Directors](#)
- [Social Media](#)
- [Why Community Organizing?](#)



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ABOUT THE OPPORTUNITY

As we look ahead at our 50th anniversary, we are excited to identify a deeply skilled leader in development, communications, and management who is excited to align their experience with their commitment to social justice. The Senior Director of Development and Communications will report directly to the Executive Director and will serve as a close partner to the Executive Director in establishing a fundraising and communications plan, and then implementing that plan with the collaboration of a four-person team. The team includes a Senior Development Writer, a Development Assistant, and a third, newly created role focused on digital communications.

The Senior Director will have the opportunity to build on a unique investment being made into Bread & Roses Community Fund's infrastructure, thanks to a generous gift from a private donor. This transformational gift has given Bread & Roses the foundation to develop and implement new platforms for relationship management, donor and event tracking, and email marketing. These systems will be fully integrated by spring of 2027.

The first year in leadership of the Development and Communications team will provide the Senior Director with a runway of time to assess the current practices, identify opportunities for enhancement or new approaches, and then to implement with the team. Following the first year of ideation and implementation, the Senior Director will take on increasing external responsibility related to managing a donor portfolio and engaging new donors.

As an executive leader in the organization, the Senior Director will be an active member of the Senior Council, which also includes the Director of Programs, the Senior Director of Finance and Operations, and the Executive Director. Working together, this group looks across the organization to identify opportunities, prevent bottlenecks, and provide staff-wide support and leadership. Working in close collaboration with the Executive Director will be a key piece of this role, as the organization continues its evolution and growth.



Early days of Bread & Roses Community Fund



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KEY RESPONSIBILITIES

The Senior Director of Development and Communications will be responsible for the following functions:

Development and Communications Team Leadership

- Project manage, prioritize, and delegate to ensure that the Development and Communications team is contributing to the organization's strategic goals and departmental objectives
- Supervise and coach across the team of three full-time staff and at least one external consultant to support the development and growth of each team member with an eye toward accountability and collaboration; Role will have the opportunity to hire within first few months in position
- Manage a suite of external vendor relationships working with Bread & Roses in the ongoing systems upgrade



Giving Project Members

Fundraising Leadership

- Oversee an annual development plan that crosses all aspects of fundraising at Bread & Roses: individual and major gifts, institutional fundraising, planned and workplace giving programs, events, donor-advised funds sponsored by Bread & Roses, and endowment-building
- Short-term: Lead the transition of team systems and processes, including the incorporation of new technology, to establish best practices and strategies around donor engagement, donor solicitation and stewardship, record-keeping, and gift management
- Long-term: Partner with the Executive Director to identify, engage, and steward individual and institutional donors, holding a portfolio of key relationships
- Build and maintain close working relationships with long-standing and emerging members of the philanthropic community and community partners
- Lead the work of staff, board members, and volunteer planning committees to plan and execute fundraising events and donor engagement opportunities
- Staff the Fund Development Committee for the board of directors

Communications Leadership

- Oversee the development and implementation of a comprehensive and timely messaging strategy that engages new and existing donors, as well as the general public, through compelling and persuasive materials including impact reports, print and online appeals, acknowledgement letters, grant proposals and reports, and a quarterly print newsletter
- Identify opportunities for organizational visibility and storytelling that align with the mission and values of the organization
- Build Bread & Roses' public profile as a thought leader on local movements for change and their intersections, as well as social change philanthropy

Senior Counsel Engagement and Organizational Management

- Collaborate with other Senior Council members to effectively set and manage priorities and workflows across the organization and on behalf of the Development and Communications team
- Contribute to the shared development of organizational processes and policies that are accessible, flexible, and supportive of team members



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KEY RESPONSIBILITIES, CONT.

Partnership with Executive Director

- Work together with the Executive Director to create the organization's overall development strategy and donor stewardship plan, including clear goals, quantifiable outcomes, and a team work plan
- Develop an effective working partnership and communication structure that supports shared planning, relationship management, and effective communication on behalf of the Development and Communications team

CORE COMPETENCIES

In order to effectively fulfill the needs of the Senior Director of Development and Communications role, we will be seeking the following experiences and skills in the strongest candidates:

Mission Alignment

- Understanding of and commitment to the mission and values of Bread & Roses as a longstanding community leader in organizing for racial, gender, and economic justice through donor engagement
- Belief in the value of donors at all levels and the desire to expand a donor community that crosses race, class, and gender
- Deep interpersonal communication skills and appreciation of collaboration

Development and Communications Team Leadership

- Successful track record overseeing a team with at least two direct reports of varying experience and providing supportive management and mentorship
- Demonstrated history of leading a team toward an ambitious goal through extensive project management, effective delegation and communication, and planning within the team and across the organization
- Comfort working with consultants and vendors and managing for effectiveness

Fundraising Leadership

- Experience developing and implementing fundraising systems, preferably bringing professional or volunteer experience in a grassroots or base-building organization
- History of working with CRM systems, donor databases, digital fundraising tools, and analyzing data to reach fundraising goals
- Understanding of moves management and engagement across the donor spectrum, including institutional donors and individual donors from small-dollar givers to high-net-worth individuals



Grantee Partner: Philly Black Worker Project



The People's Fund: The origins of Bread & Roses Community Fund

Communications Leadership

- Experience planning and implementing a communications strategy that reaches across multiple platforms, including newsletters, email, website, and press (preferred, but not necessary)
- Outstanding writing and editing skills

Senior Counsel Engagement and Organizational Management

- History of team leadership and cross-departmental collaboration, with motivation to build productive working relationships with peers
- Enthusiasm to contribute to an evolving and emerging team culture
- Proactive approach to working with colleagues and supporting open communication

Partnership with Executive Director

- Deep communication and planning skills to identify opportunities, solutions, and structures to work with the Executive Director, who ultimately serves as the Chief Development Officer for the organization
- Capacity to understand and manage competing priorities within the team and organization

We know that exceptional leaders come from many different pathways. We encourage candidates whose experiences may not follow a traditional career trajectory to apply. If you meet many – but not necessarily all – of the qualifications and are passionate about our mission, we'd love to hear from you.

LOCATION

This position is based in the Bread & Roses Community Fund's Center City office, with expectations to work from the office when not participating in community events or external meetings.

The Bread & Roses Community Fund staff typically works from 9am to 5pm daily.



Grantee Partners: Asian Americans United, National Domestic Workers Alliance-PA, along with other coalition members

COMPENSATION AND BENEFITS

The salary range for the Senior Director of Development and Communications role is \$131,000-\$150,000.

The benefits package includes generous paid time off; 100% employer-paid health, dental, and vision coverage; short-term disability, long-term disability, and life insurance; flexible spending account for health and childcare expenses; an employer-paid health and wellness fund; transportation benefit; 401(k) with up to a 8% employer contribution; and a 3-month paid sabbatical after 7 years of service.

TO APPLY

Please submit your application by submitting materials on the [Do Good Connections website](#) and selecting the Apply for This Job button. Applications will be reviewed until the position is filled. Priority will be given to applications received by August 28, 2026.

The selection process is expected to include:

- Resume review by the Do Good Connections team (with at least two sets of human review, no use of an AI screener)
- Two screening interviews with the Do Good Connections team
- Review of written materials that will be requested of leading applicants
- Two rounds of interviews with a Hiring Team comprised of the Bread & Roses Executive Director and two staff members, possibly to include a candidate exercise and/or presentation
- Engagement with Bread & Roses staff (in a structure and design that is to be determined)
- Final interview with the Bread & Roses Executive Director

EQUAL OPPORTUNITY

We strongly encourage Black people, Indigenous people, people of color, women, LGBTQ+ people, elderly people, people with arrest and conviction records, and people with disabilities to apply.

DO GOOD CONNECTIONS

Do Good Connections has been exclusively retained to support this search. Do Good Connections is a boutique executive search and talent advisory firm that helps social justice organizations strengthen their leadership and governance through equity-centered, values-driven recruitment. Do Good Connections partners with nonprofits and philanthropic institutions to design inclusive search processes and build boards that reflect the communities they serve.

[CLICK HERE](#) to submit interest and materials.

Please share questions or requests for special accommodations at applications@dogoodconnections.com. We also welcome your recommendations of others who may align with these qualifications.