

Position Title: Development Associate
FLSA Status: Non-Exempt
Reports To: Development Coordinator, Paso del Norte Community Foundation

Position Summary: Working in collaboration with the Vice President for Development and the Development Team, responsible for a range of development activities and providing confidential administrative support in furthering the Foundation's mission.

General Duties and Responsibilities:

Assist with Foundation relations:

- Update and maintain the Foundation Raiser's Edge and FundMiner databases, including all donor gift entries and accurate fundholder information.
- Prepare letters and reports for donors and stakeholders.
- Assist the Development Coordinator in the management of Raiser's Edge database and the Development Manager in the management of FundMiner.
 - Maximize utilization of Raiser's Edge system to include creating reports and tracking fundraising results, documenting correspondence, uploading proposals, agreements, and reports, and inputting action items and reporting deadlines.
 - Assist with the preparation of bulk mailings for cultivation and solicitation of donor prospects, including but not limited to letters, reports, and other mailers.
 - Maintain up-to-date mailing lists for all Foundation communications.
- Serve as a liaison for donors regarding gift receipting, donor reports, agency fund and donor-advised fund grant disbursements and expenses, donor questions, and overall donor service and relations.
- Assist with updates and maintenance of the Foundation website pertaining to fund pages and donate buttons.
- Attend/participate in meetings or serve on committees and work groups as assigned. Prepare documents for the committee/work group, take notes, or prepare minutes and perform follow-up activities as needed.
- Assist in preparing for board, committee, and other meetings by providing data/reports regarding fund development activities.
- Maintain and edit the Development Associate Manual.

Greet and assist personnel and visitors in person and over the phone.

- Develop and foster professional associations with clientele.
- Serve in the rotation for front desk coverage as needed.

Process accounts payable, accounts receivable, contributions, and distributions.

- Utilize Raiser's Edge and Financial Edge to compile, sort, and verify expenditure and payment requests for accounting staff.
- Process pledges and payments (cash, checks, ACH, and credit cards) and record them in the database system.
- Prepare donor reports from Raiser's Edge and FundMiner for accounting purposes.
- Scan supporting documents and maintain print and electronic file systems for all donor records.
- Assist the Accounting department in the end-of-month closing and reporting.

- Provide support for the annual audit and 990 filings,

Perform clerical support tasks.

- Perform administrative tasks including but not limited to data entry, word processing, filing, routing messages, and processing daily mail.
- Track equipment and records usage, schedule service calls as necessary.
- Provide support for submitting monthly expense reports and receipts.
- Provide English to Spanish and Spanish to English translation as needed.
- Assist with proofreading and editing documents.

Qualifications:**Education and Experience:**

- Bachelor's degree in business or accounting preferred.
- Three years of working experience in a non-profit organization preferred.
- Experience using Raiser's Edge software is strongly preferred.

Knowledge, Skills, and Abilities:

- Computer software and donor database software experience.
- Strong administrative skills including the ability to organize, set schedules, and prioritize tasks.
- Excellent written and oral communication and interpersonal skills.
- Strong work ethic and initiative.
- Team-oriented approach and positive attitude.
- Considerable knowledge of office and phone etiquette and protocols.
- Working knowledge of accounting and reconciliation techniques.
- Computer literacy, especially in MS Word, Excel, Access, and PowerPoint, and donor management software, preferably Raiser's Edge.
- Excellent written and verbal communication skills in English and Spanish.
- Ability to organize and manage multiple projects with advanced organizational, analytical, and time management skills.
- Ability to develop and foster relationships with donors, stakeholders, and staff.
- Ability to establish and maintain records, prepare reports, compile and organize data.
- Ability to collaborate and work well with other departments.

Physical Requirements / Work Conditions:

- Work conducted in an office environment.
- Able to work occasional nights and weekends.
- Repetitive motion in the operation of a computer.
- Frequent sitting required occasional standing, bending, and stooping.
- Able to lift 20 pounds.
- Must be able to drive own vehicle as needed.

OTHER RESPONSIBILITIES:

- Performs other related duties for the Foundation as needed.

The description is intended to provide a general understanding of the requirements for the position and shall not be construed as declaring the absolute particulars of the position. Management reserves the right to assign, direct and control the work of employees as necessary.

The Foundation does not discriminate on the basis of race, color, national origin, sex, age, or disability.

The essential functions and responsibilities of this job can be performed and completed working at the office and remotely, after successful onboarding and approval from the VP of Development. While working remotely, you must adhere to the Foundation's Policies and Procedures.