



## FIELDSTONE NETWORK

Development Director  
Fieldstone Network  
San Diego, CA

**Reports to:** Executive Director

**Status:** Full-time, exempt

**Compensation:** \$80,000–\$100,000

**Benefits:** Fully covered medical, dental, vision and life insurance, retirement plan with match, hybrid work schedule and unlimited PTO

### **About Fieldstone Network**

Fieldstone Network was founded on the belief that people are the greatest asset of a nonprofit organization. For more than 43 years, Fieldstone has invested in the growth, resilience, and effectiveness of nonprofit leaders throughout the San Diego region.

Through leadership development programs, peer learning communities, coaching, and relationship-building experiences, Fieldstone strengthens the individuals who strengthen our communities. We create spaces where nonprofit leaders can learn, connect, reflect, and grow, enhancing their ability to lead organizations and create lasting social impact. To date, over 3,000 nonprofit professionals and over 800 nonprofit organizations have been served by us.

Today, Fieldstone is entering an exciting new chapter as an independent nonprofit organization. With a strong reputation, a vibrant alumni network, and growing demand for leadership development across the social sector, we are embarking on a mission to build a donor community to support the Network and hiring our first-ever fundraising and development professional to support sustainable growth and deepen our impact throughout the region.

### **Position Overview**

The Director of Development is a new and pivotal leadership position responsible for building and leading Fieldstone Network's fundraising efforts. Reporting directly to the Executive Director, the Director of Development will design and implement strategies that strengthen philanthropic support, deepen donor engagement, and create a sustainable fundraising infrastructure to support the organization's future growth.

Fieldstone has already laid important groundwork for this next phase of development. Funding has been secured to provide for operations while we build our fundraising capacity. Foundational elements, including a compelling organizational case for support, an initial prospect pipeline, a successful inaugural member campaign, and the implementation of Hub Spot, a CRM system, are in place. The Director of Development will have the support of Fieldstone Ambassadors, who serve to support fundraising efforts of the Network through financial support and community introductions. The goal is to build upon this strong foundation, transforming early investments into a comprehensive and sustainable fundraising program.

This is a unique opportunity for an entrepreneurial fundraising professional who enjoys both strategy and execution. The Director of Development will help shape Fieldstone's fundraising vision while personally cultivating donor relationships, securing philanthropic support, and strengthening the systems and practices that will sustain the organization for years to come.

Fieldstone operates with a small, highly collaborative team. Success in this role requires a leader who combines initiative, strategic thinking, and fundraising expertise with humility, flexibility, and a genuine commitment to teamwork. The ideal candidate is energized by building something new, working in a “start-up” environment, rolling up their sleeves when needed, and contributing to a mission-driven culture where every team member plays a vital role in advancing the organization's impact.

## **Why This Role Matters**

Fieldstone's programs support hundreds of nonprofit leaders who, in turn, influence thousands of staff, volunteers, and community members throughout the region. By strengthening Fieldstone's fundraising capacity, the Director of Development will help expand leadership development opportunities, increase organizational sustainability, and strengthen the nonprofit sector across San Diego County.

This position offers the opportunity to:

- Build a development function from the ground up
- Partner closely with the Executive Director and Board of Directors
- Help shape the future of a respected nonprofit leadership organization
- Cultivate relationships with influential nonprofit, philanthropic, and community leaders
- Create long-term impact that extends far beyond a single organization

## **Key Responsibilities**

### **Development Strategy**

- Develop and implement a comprehensive annual fundraising plan aligned with organizational goals
- Partner with the Executive Director to establish fundraising priorities, revenue targets, and long-term development strategies
- Build a diversified fundraising program that includes individual giving, foundations, corporate partnerships, events, and other philanthropic opportunities
- Monitor fundraising performance and provide regular reporting and analysis to leadership and the Board

### **Individual Giving & Major Donor Engagement**

- Build and manage an emerging portfolio of donors and prospective supporters
- Develop cultivation, solicitation, and stewardship strategies that deepen donor engagement and increase philanthropic investment
- Coordinate donor meetings, presentations, and follow-up activities
- Create compelling donor communications and impact reports
- Establish systems for moves management and donor relationship tracking

### **Foundation & Institutional Giving**

- Research and identify foundation, corporate, and institutional funding opportunities
- Prepare and submit grant proposals, reports, and supporting materials
- Develop relationships with foundation representatives and institutional partners
- Manage grant tracking, reporting, and compliance processes

### **Systems & Infrastructure**

- Design and maintain effective fundraising systems, processes, and reporting tools
- Ensure accurate donor records and data management
- Develop fundraising dashboards and performance metrics
- Establish procedures that support long-term organizational sustainability and growth

### **Organizational Leadership & Team Collaboration**

- Represent Fieldstone in the community and at events
- Contribute positively to a culture of collaboration, trust, hospitality, and shared accountability
- Partner with the Executive Director and Board to strengthen fundraising participation and effectiveness
- Lead our Fieldstone Ambassador efforts

- Prepare fundraising materials, reports, and briefing documents for Board and Ambassador meetings

## Qualifications

- Five or more years of progressively responsible nonprofit fundraising experience
- Demonstrated success securing philanthropic support from individual donors, foundations, corporations, or a combination thereof
- Experience building or strengthening fundraising systems and processes
- Strong relationship-building and donor engagement skills
- Excellent written, verbal, and interpersonal communication abilities
- Strong organizational and project management skills
- Ability to work independently while collaborating effectively within a small team environment
- Commitment to the mission and values of Fieldstone Network
- Familiarity with the San Diego philanthropic community

## Success in the First 12–18 Months

The Director of Development will be successful if they:

- Establish a comprehensive development plan with measurable goals
- Build a robust donor cultivation and stewardship system
- Increase philanthropic revenue and donor engagement
- Create reliable fundraising processes, reporting, and infrastructure
- Position Fieldstone for sustainable growth and long-term financial health

## Our Values

The Fieldstone Network's mission is guided by the following values:

- *Continuous Learning* – We listen to our nonprofit members, evaluate our programs and apply what we learn.
- *Hospitality and Belonging* – We cultivate environments for brave conversations, personal development and relationship building to occur.
- *Trust and Confidentiality* – We honor confidentiality as a cornerstone of our work. We trust staff, members, facilitators and partners to join us in upholding the legacy of confidentiality in all we do.
- *Reciprocity* – We value the give and take of wisdom, expertise, and resources between each other.
- *Diversity* – We commit ourselves to be inclusive, inviting nonprofit leaders of a variety of backgrounds, experiences, cultures, and agency-focus to join our work.

- *Cultivation of Care* – We encourage leaders to take care of themselves, so they may sustain their passion, continue the serious work they do in our community and lead others by example.

## **Equal Opportunity Employer**

Fieldstone Network is committed to creating an inclusive workplace and welcomes candidates from diverse backgrounds and experiences. Employment decisions are based on qualifications, merit, and organizational needs without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, veteran status, or any other protected characteristic under applicable law.

**To learn more about Fieldstone Network, visit [www.fieldstonenetwork.org](http://www.fieldstonenetwork.org)**

**To apply send resume to [info@fieldstonenetwork.org](mailto:info@fieldstonenetwork.org)**