



Cultivating Possibility for Young Adults Facing Homelessness

We are excited to announce our search for a Development Director to join Mesa and lead our fundraising and development efforts.

Please read the description, below, and send resumes and cover letters to Bri.skellie@mesafarm.org with the subject line: Director of Development Application. Thank you very much.

Development Director- JOB DESCRIPTION

Reports To: Executive Director
Supervises: Development Associate
Employment Type: Full-time, Exempt

About Mesa

Founded in 2020, Mesa is a nonprofit organization dedicated to preventing homelessness among young adults age 18-24 in Ventura County. We provide transitional housing and trauma-informed supportive services to help participants stabilize their lives, gain independence, and develop the skills necessary for long-term success. Our holistic services help them to reach their goals in health, academic achievement, vocational skills, relationship building, community engagement - and to secure permanent housing. Our mission is to cultivate possibility for young adults facing homelessness. Mesa began serving participants on August 1st, 2024, and is currently home to 13 young adults.

Position Summary

The Development Director leads Mesa's fundraising strategy, donor engagement, and institutional support to achieve annual revenue goals and build long-term sustainability. Working closely with the Executive Director, Board, and staff, this role drives Mesa's multi-channel fundraising efforts, including individual giving, major gifts, grants, corporate partnerships, and events.

Primary Responsibilities

Fundraising Strategy & Planning

- Develop, execute, and evaluate Mesa's fundraising plan to meet revenue goals.
- Establish multi-year fundraising strategies, timelines, and donor segmentation.
- Collaborate on financial planning, forecasting, and revenue diversification.

Donor Cultivation, Stewardship & Major Gifts

- Identify, cultivate, and solicit major gifts.

- Implement stewardship strategies to increase retention and lifetime giving.
- Partner with Executive Director and Board to engage donors effectively.

Grants & Institutional Giving

- Identify and pursue government and foundation grants.
- Lead grant writing and submission; partner with Finance Director on reporting.

Development Operations & Supervision

- Supervise Development Associate in database management, gift processing, and reporting.
- Track and analyze fundraising performance metrics.
- Provide reports and presentations to the Executive Director and Board.

Communications & Marketing Alignment

- Collaborate on messaging, digital campaigns, print collateral, and website fundraising content.
- Ensure donor-centered storytelling aligns with Mesa's mission.

Events & Campaigns

- Lead fundraising events and campaigns.
- Create development strategy for events.
- Oversee sponsorships and revenue tracking.

Board & Executive Engagement

- Provide development updates at Board meetings.
- Support Board member fundraising engagement and training.

Organizational Collaboration & Representation

- Partner across departments to align fundraising with programs, operations, and finance.
- Represent Mesa to donors, partners, and the community.

Other

- Uphold Mesa's values: integrity, excellence, equity, respect, kindness, collaboration.
- Perform other duties as assigned.

Qualifications

Required

- 5+ years nonprofit fundraising experience, including major gifts and grant writing (both private foundation grants as well as government grant experience).
- Strategic thinking: Ability to develop and execute long-term fundraising plans and understand donor motivations.
- Leadership: Experience managing teams, leading fundraising innovation, and building a strong organizational vision. Ability to inspire staff and volunteers.
- Data analysis: Proficiency in analyzing data to track trends, measure success, and inform strategy.
- Financial acumen: Understanding financial principles and stewardship to manage the organization's resources and development budget effectively.
- Exceptional communication: Ability to articulate a mission compellingly through written and verbal channels, including grant writing and public speaking.
- Networking, stewardship and donor relations: Strong ability to build and maintain relationships with a wide range of stakeholders, including major donors, board members, and foundations.

- Demonstrated track record of fundraising success, including securing major gifts, planned giving, grants (both government and foundation).
- Minimum of Bachelor's degree.
- High ethical standards.

Preferred

- Experience with youth services, housing, or social impact programs.
- CRM experience (DonorPerfect, or similar).
- Familiarity with Ventura County philanthropic landscape.
- Experience working with Marketing teams or leading Marketing efforts

Physical Demands:

- Ability to lift up to 40 pounds for event setup and materials handling.
- Ability to sit for one hour, minimum.
- Visual and audio acuity.
- Occasional evening and weekend work is required for events and activities.

WORK SCHEDULE

This position is full-time, salaried, hybrid remote/office with at least 75% of hours on-site at Mesa. The role will require occasional evening or weekend work.

COMPENSATION AND BENEFITS

- **Salary:** \$90,000 – \$120,000 annually based on experience
- **Benefits:**
 - 401k option without employer match
 - Employer-sponsored wellness and outdoor activities (e.g., yoga, hiking, meditation)
 - Wellness stipend + fringe benefits
 - Eligible for Public Interest Loan Forgiveness (PILF) program for student loan forgiveness
 - 80 Hours PTO Annually
 - 11 paid holidays

PREFERRED START DATE

December, 2025

APPLICATION PROCESS

Please submit your resume, a cover letter detailing your relevant experience, and three references to bri.skellie@mesafarm.org with the subject line "Development Director application."

Mesa is committed to creating a diverse, equitable, and inclusive workplace. We strongly encourage individuals with lived experience in foster care, homelessness, or other marginalized communities to apply. Women, people of color, LGBTQ+ individuals, and people from historically underrepresented groups are especially encouraged to apply.

EQUAL OPPORTUNITY EMPLOYER

Mesa is an equal-opportunity employer and does not discriminate based on race, color, religion, gender, gender identity, sexual orientation, national origin, age, disability, or any other status protected by applicable law. We are dedicated to ensuring a diverse and inclusive environment for all employees.

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