



Position Description

Director of Development

Los Angeles, CA



ABOUT THE ORGANIZATION

C5 Youth Foundation of Southern California (C5LA) is an award-winning youth organization providing five-plus years of leadership development and mentoring for high-potential teens from under-resourced communities across Los Angeles County. C5LA supports students through high school graduation, college enrollment, college persistence, and the transition into early careers through life-changing experiences that build the social, emotional, and cultural capital necessary for long-term success. Serving more than 350 youth and families annually, there is no cost to participate in the program.

For many under-resourced students across Los Angeles, the journey from middle school to college and career is marked by uncertainty, limited guidance, and real barriers to access. Students often begin high school without a clear understanding of course selection, extracurricular involvement, and academic performance shape long-term opportunities. By the time they reach their junior and senior years, many feel overwhelmed by the college application and financial aid process and may lack the networks or support systems needed to navigate it successfully. At the same time, students' curiosity, leadership, and potential are already present, they simply need the space, tools, and affirmation to recognize and develop them.

C5LA is a youth leadership and college success program uniquely grounded in transformative outdoor leadership experiences that build confidence, resilience, and belonging, critical foundations for first-generation students navigating college for the first time. Beginning in 8th grade and working with them through college and beyond, students (Leaders) participate in a five-year, year over year journey anchored by signature summer programs and supported by year-round academic advising, social emotional support, financial aid guidance, and peer-based college persistence support. C5LA ensures students not only graduate high school and access college but remain supported through graduation and into early career pathways. The model aims to foster resilience, nurture social-emotional intelligence, and assist Leaders and their families in setting goals.

C5LA partners closely with families, valuing their guidance and working alongside them to support each Leader's success. By remaining responsive to community needs, C5LA has empowered multiple generations of Leaders committed to building brighter futures for themselves and their communities.

C5LA is a separate 501(c)3 and a part of the national C5 Association, alongside affiliate sites in Atlanta, Boston, and Dallas.

Visit the [website](#) to learn more about C5LA.



THE OPPORTUNITY

Reporting to the Executive Director, the Director of Development (DOD) will be charged with developing and leading C5LA's strategy to expand philanthropic support and will play a critical role in building the organization's brand and impact. This is a compelling opportunity for an experienced and entrepreneurial fundraiser to lead the development of a robust, diversified, best-practice fundraising program that will strengthen C5LA's long-term growth and sustainability. C5LA has a staff of 17 and an annual operating budget of \$3.2 million which is generated through fundraising efforts. In 2025, C5LA received a \$5 million endowment gift to double the number of students served.



The DOD will lead C5LA's fundraising strategy in partnership with the Executive Director. Managing a team of three, the DOD will support and oversee the Development Manager, Development & Operations Manager, and Data & Evaluation Manager. They will strengthen the systems and infrastructure needed to achieve ambitious fundraising goals, expand support from existing donors, and cultivate new relationships with individuals, foundations, and corporate partners. This leader will proactively build strong relationships with the Board, donors, alumni, community members, and other partners. In addition, the DOD will strengthen C5LA's brand and lead integrated communications efforts that support programmatic and revenue goals.

Essential duties include, but are not limited to:

Individual & Major Giving

- Lead and execute a \$6 million fund development strategy focused on major and leadership donors, strengthening donor diversity, and securing the resources needed to support C5LA's continued growth while advancing sustainability.
- Partner with the Executive Director to strengthen major donor strategy, conduct donor visits, and lead major gift solicitations.
- Cultivate, solicit, and steward major donors and leadership prospects.
- Foster ongoing relationships with current and former Board members to maintain engagement and leverage continued philanthropic support.



Corporate Giving & Sponsorships

- Build and manage a corporate giving strategy, including sponsorships, employee engagement opportunities, and multi-year partnerships.
- Identify and cultivate corporate prospects aligned with C5LA's mission and growth priorities.
- Create tailored partnership proposals and sponsorship packages connected to C5LA's programmatic impact and visibility goals.
- Coordinate with internal stakeholders to ensure strong partner experience and renewal strategy.

Annual Fund & Capital Campaigns

- Plan and execute annual fundraising campaigns (year-end, spring appeal, giving days, monthly giving, etc.).
- Develop annual campaign goals, messaging, segmentation strategies, and performance tracking systems.
- Serve as a strategic lead in planning and readiness work for C5LA's capital campaign, including donor strategy, infrastructure, and pipeline development.

Board Relations

- Collaborate with the Executive Director and Board of Directors to support Board engagement and fundraising efforts.
- Provide strategic guidance to Board members in donor identification and engagement.
- Provide reporting and updates to the Board and Development Committee regarding fundraising progress and pipeline health.

Foundation Relations

- Oversee C5LA's grants pipeline, including prospect research, calendar management, proposal development, and reporting deadlines.
- Write and oversee grant proposals, letters of inquiry, and funder reports in collaboration with internal program leads.
- Track grant submissions, outcomes, reporting requirements, and funding trends to strengthen long-term success rates.

Management & Leadership

- Serve as a member of the Executive Team, ensuring fundraising strategies are aligned with programmatic, financial, and operational priorities.
- Lead and support a high-performing, collaborative team through strategic hiring, performance management, coaching, professional development, and succession planning.
- Stay up to date on emerging best practices in fundraising, communications, and digital engagement.

Operations, Budgeting, & Systems

- Oversee Salesforce to ensure accurate reporting, gift tracking, and analysis.
- Monitor progress toward fundraising goals using dashboards and key performance indicators.
- Partner with finance and operations staff to ensure accurate gift processing, acknowledgments, and reconciliation.

TRAITS & CHARACTERISTICS DESIRED

The ideal candidate is an authentic relationship builder with strong strategic judgment, excellent writing and solicitation skills, and a proven ability to meet ambitious fundraising goals. The DOD will serve as a strategic partner to the Executive Director, forming a cohesive leadership team accountable for achieving C5LA's fundraising objectives. In collaboration with the Executive Director, Board leadership, and programming team, the DOD will translate C5LA's mission and priorities into compelling investment opportunities. Comfortable operating at both strategic and tactical levels, the DOD will serve as both a skilled manager and an effective individual contributor.

The DOD will be comfortable engaging high-net-worth donors and key stakeholders. They will cultivate and steward meaningful, long-term relationships, effectively communicating C5LA's mission, impact, and funding priorities. The ideal candidate will confidently lead donor meetings, making compelling cases for support, and represent C5LA at events and community gatherings.

With exceptional writing skills, the DOD will oversee grant proposals, donor communications, fundraising appeals, and impact reports. They will translate programmatic outcomes and financial data into clear and inspiring narratives.

The ideal candidate will be an inspiring leader who can manage a hybrid team and foster a strong, inclusive culture. The DOD will build trust and inspire confidence around shared goals, leading with empathy and clarity. Through open and direct communication, the DOD will guide C5LA toward achieving fundraising objectives while recognizing and celebrating both individual and team successes.



CAREER PATH LEADING TO THIS POSITION

The DOD will have demonstrated fundraising success, with experience securing major gifts from individuals, corporations, and/or foundations. Experience leading or supporting capital campaigns or multi-year growth initiatives, as well as managing a high-performing annual giving strategy and donor pipeline, is ideal. Familiarity with Los Angeles philanthropy, the corporate giving landscape, and/or education and youth development funding networks is a plus.

Candidates who are first generation college graduates or have a strong commitment to expanding educational pathways for youth in under-resourced communities are encouraged to apply.

COMPENSATION

The salary range is **\$125,000-150,000**, commensurate with experience. A comprehensive benefits package will be provided.

OFFICE EXPECTATIONS

This is a hybrid position. Staff are expected to work from the Lincoln Heights office Tuesday through Thursday, with Mondays and Fridays generally remote. The DOD must be available for frequent in-person meetings, including evenings and weekends, with donors, alumni, Board members, and community partners.





TO APPLY

Candidates are invited to submit a resume and compelling letter of interest via Morris & Berger's **website**. Please direct inquiries and nominations in confidence to:

Karin Berger Stellar

kstellar@morrisberger.com

Morris & Berger

1 (818) 507-1234

Electronic submission is required.

