



**Director of Development
San Diego, CA (Hybrid)**

Jewish Family Service of San Diego (JFS) has exclusively retained **Sterling Search, Inc.** to find its next **Director of Development (DoD)**.

JEWISH FAMILY SERVICE OF SAN DIEGO (JFS)

Founded in 1918, Jewish Family Service is one of San Diego's most impactful non-profit human services agencies. JFS is a client-centered, impact-driven organization working to build a stronger, healthier, more resilient San Diego. Proudly serving as the premier provider of integrated services JFS empowers individuals and families to attain the skills, knowledge, and resources to thrive.

JFS is committed to the delivery of high-quality life-changing services to people regardless of religion, race, color, ethnicity, national origin, ability, gender identity/expression, or sexual orientation. During the last fiscal year (2021-22), JFS served more than 71,000 individuals, including more than 14,000 children and 12,400 older adults (60+).

JFS's broad network of staff, volunteers, supporters, and community partners are committed to the pursuit of one shared goal: helping individuals and families in San Diego Move Forward. JFS has a staff of nearly 500 professionals in San Diego, Orange, and Riverside Counties.

PURPOSE

Jewish Family Service partners with people of all backgrounds to build stable and dignified lives creating a stronger and healthier community where everyone can thrive.

MEET PEOPLE WHERE THEY ARE. DELIVER SERVICES THAT UPLIFT AND EMPOWER.
LEVERAGE THE STRENGTH OF COMMUNITY. THIS IS HOW WE MAKE AN IMPACT.



Moving Forward means something different to everyone. JFS learns what it means to each client and empowers them with the resources and support to achieve their personal and family goals.



Due to their strong brand equity and extensive partnership network, JFS leverages their relationships to identify resources and connectivity for clients who need services outside of their own programming believing that when everyone has a chance to reach their full potential, our whole community is stronger.

Visit: <https://www.jfssd.org/>

Annual Report: <https://www.flipsnack.com/jfssd/2020-21-jfs-annual-report/full-view.html>

POSITION SUMMARY

JFS CEO Michael Hopkins appointed visionary Chief Advancement Officer, Kea Spurrier, in 2020. Since joining the organization, she has been instrumental in shaping and scaling the next phase of their growth and impact which includes their first comprehensive campaign for which they are currently in the pre-campaign phase. Kea has worked in philanthropy for over 25 years raising funds for education, conservation, social services and social justice and has significantly grown JFS revenue during her tenure from \$32M to \$85M which includes an increase of individual giving/annual fund revenue growing from \$5.5M to \$13M. Kea fosters a diverse, equitable and inclusive culture of collaboration and partnership which is also a reflection of organizational values. The DoD will report to the Senior Director of Development, Individual Giving, Josh Lipsky. The Director of Development serves as a leader within the Development department and supports the organization's fundraising efforts and is responsible for building and managing a portfolio of donors and prospects who have the capacity to make a major blended gift in addition to an annual gift of at least \$25,000. The DoD is a member of a 6-person team collectively responsible for raising \$13M.

The Director of Development will be a compassionate, mission-driven individual responsible for raising support for JFS through prospect identification, donor and prospect cultivation, face-to-face meetings, written and virtual solicitations, proposals to individuals and foundations, and events. She/he/they will solicit blended gifts to support the annual fund, operating budget and the Endowment and will have a tremendous opportunity to build upon the momentum already established and be a part of this critical, meaningful work in a highly visible role for the organization.

JFS seeks an exceptional front-line fundraiser who demonstrates confidence, polish, and a natural ability to lead others. The ideal candidate should be someone who wants to join a dynamic team of professionals who embrace Jewish values and is excited to work on a major-gifts-driven campaign. She/he/they will have a unique opportunity to incorporate her/his/their diverse fundraising skills through direct solicitations.



The ideal candidate will have a successful track record as a self-starter cultivating and soliciting major gifts, excellent communication skills (both written and verbal) with prospects and donors, and a familiarity with the philanthropic community in San Diego. She/he/they will also possess a commitment to the mission of JFS and be energized by its vital contribution to building a stronger San Diego.

Compelling reasons to join a dynamic team of changemakers: <https://www.jfssd.org/about-us/careers/>

ESSENTIAL JOB FUNCTIONS

- Partner with the Chief Development Officer and Snr. Director of Development, Individual Giving to strengthen the major giving program.
- Serve as primary relationship manager for a portfolio of 120-150 donors and prospects.
- Develop and manage a portfolio of gift prospects at different stages of the development process; design and implement strategies for their identification, cultivation, solicitation, and stewardship.
- Collaborate with the Director of Planned Giving to help identify prospects for blended gift asks.
- Pursue proactive prospect outreach, and further develop the planned giving program.
- Oversee and leverage fundraising events to expand the donor base, including the next generation of donors with major gift potential.
- Work strategically with volunteer leadership to encourage prospect identification and cultivation, and event participation.
- Develop and maintain a thorough understanding of JFS's fundraising priorities and pertinent information about JFS's strategic plan.
- Serve as an enthusiastic and well-informed spokesperson for JFS; continuously learn about their programs and developments and share them with selected donors and prospects.
- Ensure all actions with donors are recorded in the donor database, Raiser's Edge
- Ability to travel throughout Southern California as needed.

QUALIFICATIONS AND EXPERIENCE

- Bachelor's Degree or equivalent experience preferred
- At least five to seven years of successful fundraising and/or nonprofit experience required.
- Significant experience identifying, cultivating, and soliciting five figure gifts from individual and family foundations.
- Experience with moves management
- Must be a self-starter, work independently, yet be a part of a team.
- Outstanding interpersonal, written, and oral communication skills are a necessity.



- Present JFS convincingly and professionally in a way that engages, inspires, and generates enthusiasm among prospects.
- Ability to work highly collegially within a complex organizational culture.
- Be an ambitious and motivated development professional who values a results-driven and highly collaborative work environment.
- Have a strong work ethic, be determined and decisive, and exhibit sound judgment and grace under pressure.
- Be innovative, tenacious, and motivated to take on new challenges.
- A deep personal resonance with the mission of JFS and the keen ability to present the case for support to prospects and donors.
- Knowledge of Judaism is helpful, but not required.
- Excellent computer skills; proficient in Microsoft Suite, Raiser's Edge, and other relevant programs, databases, and reporting systems.

PERSONAL CHARACTERISTICS

- A demonstrated ability to plan and operate strategically, to build public support, to develop and strengthen fundraising infrastructure, to inspire staff, to develop strong working relationships with volunteer leadership, and to develop effective fundraising programs.
- A strategic approach to development, with significant experience in cultivating and managing major donors.
- A record of quantifiable success in donor segmentation, research, and cultivation.
- Demonstrated ability to plan, set goals and objectives, organize, and implement to completion.
- A strong interpersonal and communication skill set and demonstrated ability to work effectively with and gain the respect and support of varied and changing constituencies including staff, volunteers, existing and potential donors, volunteers, and other key stakeholders.
- A track record as an effective communicator skilled at writing and public speaking; adept at writing proposals, solicitation letters, donor correspondence, and other types of materials to enhance fundraising.
- Ability to juggle many responsibilities at once and to operate both independently and with the flexibility to be part of a team.
- Proven ability to work in a fast-paced, results-oriented environment with complex and evolving relationships and priorities.

**Jewish Family Service of San Diego is an equal employment employer
A competitive compensation package will be offered to attract an outstanding candidate
The budgeted salary range is \$115-130k.**



Please send resumes to:

Sterling Search, Inc.



Julie@sterlingsearchinc.com or Nicole@sterlingsearchinc.com
Call/Text: 310 909 4897 or 310 948 2535

TO APPLY CLICK [HERE](#)

Direct all correspondence, emails, and telephone calls to Sterling Search, Inc.



We live our values: Community, Health, Hope, Justice, Repairing the World, and Acts of Loving Kindness.



Our Collective Impact

From July 2021 to June 2022, Jewish Family Service served **71,469 people** with the dedication and unwavering support of our community, partners, donors, and volunteers. Despite the challenging times, together we maintained and amplified critical relief services, providing a vital lifeline throughout our community. Behind every number, there is a person, a family, whose life was changed.



Housing Security

Provided a safe place to sleep for
1,117 people
living in their vehicles



Access Services

Provided patient advocacy to
4,303 people



Financial Security

Dispensed financial assistance to
1,819 individuals



Social & Community Connection

Gave
18,939 safe rides
through On the Go

Assisted
7,540 individuals
through Breaking Down Barriers

Assisted
1,433 families
through Positive Parenting Program



Serving Jewish Community

Cared for
435 Holocaust Survivors

Provided services to
3,044 Jewish individuals



Food Security

Delivered and Distributed
1.26 million meals



Welcoming the Stranger

Sheltered
39,129 asylum seekers

Resettled
673 refugees

Commented [JL1]: We took a screenshot of this page from your annual report - might you have a high res version of this page we can use? The impact stats are powerful so having it as the last page of the position description is compelling as a quick glance.