



Job Description: Future Harvest Development Director

Future Harvest is a 22-year-old, farmer-based membership nonprofit, the mission of which is to advance agriculture that sustains the Chesapeake region's farmers, communities, and environment. We run farmer education and training programs, including the Beginner Farmer Training Program and a Field School providing continuing education for farmers. We also conduct on-farm research, policy advocacy, and run special campaigns, including the Million Acre Challenge to advance regenerative agriculture in the region and a Go Grassfed campaign to step up demand for locally produced grassfed meats and dairy.

Future Harvest is seeking an outgoing, organized, and experienced development professional to serve as the organization's development director. The director will be tasked primarily with securing unrestricted funding from diverse sources, overseeing recruitment and stewardship of membership, and conducting foundation research and outreach. The position is full time, reports to the executive director, and will play a pivotal role in helping the organization secure financial resources, strategically navigate our current period of growth, and advance racial equity goals via development initiatives. We strongly encourage people of color to apply.

Primary Responsibilities:

- Refine, with ED and board, the annual and four-year development plans, including prioritizing and pursuing various unrestricted funding activities (examples: events, donor recruitment, business giving, workplace giving, etc.).
- Manage the new Future Harvest member/donor database (NEON CRM).
- Study and analyze our current donor make up; assess current systems and outreach programming for donors.
- Plan and implement yearly activities to recruit, provide programming for, and maintain engagement of donors. (Could include organizing one large and/or several small fundraising events yearly).
- Conduct research on donor and foundational giving.
- Secure sponsorships and exhibitors for events, including the organization's annual conference.
- Possibly manage a part-time member and farmer services coordinator (this new position TBD).
- Advance organizational racial equity goals through development initiatives.

Qualifications:

- Demonstrated experience with successful donor engagement; experience with membership engagement is a plus.

- Demonstrated experience with client databases.
- Passion for and desire to support small- to mid-scale farmers; some knowledge of this community's stakeholders.
- Outgoing, self-directed, creative nature with a passion for the people and issues that Future Harvest champions.
- A minimum of an undergraduate degree in related field or equivalent work experience.
- Demonstrated event planning experience.
- Demonstrated savvy with various online platforms, such as CRMs, Eventbrite, Google Docs, tracking software, and other related online tools.

Starting salary is \$55,000-\$60,000, depending upon experience, plus 7.35%-of-gross-salary stipend to cover fringe costs and equipment maintenance. Future Harvest is a virtual team; most work is conducted from home with local travel.

Upload application materials, which should include resume, cover letter, three writing samples and references, to <https://tinyurl.com/FHdevelopmentdirector>. Applications accepted until the position is filled.

Please, no phone calls, but questions can be directed to futureharvestcasa@gmail.com.