



## DEVELOPMENT DIRECTOR

Full-Time – Bay Area-based

The Miles Hall Foundation (TMHF) is a Bay Area–based nonprofit dedicated to transforming mental health crisis response systems—shifting attention and resources away from punishment and toward care, dignity, and justice.

Founded in memory of Miles Hall, TMHF works at the intersection of mental health, racial equity, and public safety to advocate for non-police crisis response; support impacted families; and drive systemic change through policy reform, advocacy and accountability, narrative change, and community engagement.

We are a values-driven organization grounded in lived experience, collective action, and the belief that humane, effective crisis response saves lives and strengthens communities.

Learn more about our vision and priorities in our [2025–2028 Strategic Plan](#).

### ABOUT THE OPPORTUNITY

TMHF seeks a high-impact, strategic, and results-driven **Development Director** to lead and grow all fundraising and donor engagement efforts at a pivotal moment in the organization’s evolution. This is a mission-critical leadership role responsible for ensuring TMHF has the financial resources, systems, and partnerships needed to sustain and expand our advocacy, programs, and impact.

As a core member of the Leadership Team, the Development Director will design and execute a comprehensive fundraising strategy spanning individual giving, grants, sponsorships, events, and revenue diversification—while ensuring all fundraising communications and engagement efforts are deeply aligned with TMHF’s mission, values, and 2025–2028 Strategic Plan.

A central focus of the role is building meaningful relationships with donors, volunteers, and community partners, and activating them as long-term supporters and advocates for mental health justice.

TMHF currently operates with an annual budget of approximately **\$450,000–\$600,000**, with strong ambitions for growth. This role is central to that trajectory. As revenue increases, **compensation, staffing support, and development resources are expected to grow**

**alongside the organization**, creating meaningful opportunities for professional growth, leadership expansion, and increased impact over time.

The Development Director will directly supervise a **part-time Communications Associate** and manage additional **1099 contractors and key fundraising volunteers** who support campaigns, events, grants, and donor engagement initiatives. TMHF also engages an **outside Communications Agency** as a key partner on strategic communications and fundraising campaigns.

This role requires both strategic leadership and hands-on execution—building and strengthening systems and tools while actively advancing fundraising outcomes.

This is more than fundraising. It is about building long-term financial sustainability to support systemic change in how communities respond to mental health crises—and ensuring that impacted families, advocates, and communities have the resources and voice they need to drive lasting transformation.

This is a full-time salaried position. Our team is virtual, offering flexible work-from-home arrangements; however, we prefer leadership team members to be based in the Bay Area, as in-person engagement is required for program and partner management, and for relationship-building at selected events, trainings, and meetings.

## **BENEFITS & WORK ENVIRONMENT**

The Miles Hall Foundation is a growing nonprofit committed to building a sustainable, people-centered workplace rooted in our values of connection, collective action, and long-term impact. While TMHF does not currently offer employer-sponsored healthcare or retirement benefits, we are intentional about providing meaningful flexibility, autonomy, and opportunities for growth and leadership.

- **Flexible, remote-first work environment**, with in-person engagement as needed for relationship-building, programs, and events
- **Trust-based Paid Time Off (PTO)**, including paid holidays
- **Flexible scheduling** that supports work-life integration and sustainability
- **Leadership role with expanding scope and influence** as the organization and revenue grow
- **Direct collaboration with executive leadership, board members, and community partners**
- **Mission-driven work** contributing to systemic change in mental health justice and racial equity
- **Reimbursement for approved work-related expenses**
- **Professional development and training opportunities** aligned with role responsibilities and organizational priorities

**Reports to:** Executive Director, with support from interim Deputy Director

**Direct Reports:** Part-time Communications Associate; oversight of selected fundraising volunteers and contractors

**Compensation Range:** \$95,000–\$115,000 per year, based on experience

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## **KEY RESPONSIBILITIES**

### **Fundraising Strategy & Implementation**

- Develop and execute a multi-year Fundraising Development Plan aligned with TMHF's 2026–2028 Strategic Plan, programming needs, and operational budgets.
- Oversee and is accountable for all revenue-generating activities for the organization, including but not limited to:
  - Individual giving (major donors, crowdfunding, grassroots campaigns, merchandise sales)
  - Grant research, writing, and management to secure foundation and government funding
  - Fundraising through events, sponsorships, online auctions, and other direct donor outreach opportunities
  - Corporate partnerships—develop and present sponsorship packages and engagement opportunities
- Lead donor engagement strategies, ensuring supporters feel valued and connected to TMHF's mission and impact.
- Oversee revenue forecasting, donor database management, and tracking across all development initiatives.
- Engage the Board of Directors and key stakeholders in fundraising efforts, maximizing their networks and influence.

### **Donor Stewardship & Community Engagement**

- Develop donor acknowledgment processes, impact reports, and meaningful engagement opportunities to cultivate long-term relationships.
- Manage multiple donation platforms (Stripe, EveryAction, BetterWorld, PayPal, Meta, etc.) and oversee usage of our CRM system.
- Build and steward relationships with major donors, grantmakers, corporate sponsors, and institutional funders.

- Provide strategic input on fundraising-related programming, impact measurement, and funder reporting.

## **Communications, Marketing & Brand Strategy**

- In close collaboration with the Leadership Team and an outside Communications Agency, oversee TMHF's external messaging and brand positioning, ensuring consistency across platforms and with diverse audiences.
- Lead content creation and storytelling for:
  - Websites, blog, newsletter, and digital communications
  - Social media strategy (organic & paid) to drive donor engagement and advocacy
  - Email marketing—newsletters, donor updates, and campaign outreach
  - Marketing materials, collateral, presentations, signage, and sponsorship decks
  - Website and social media analytics
- Manage community and donor engagement strategies, including events, sponsorship fulfillment, and stewardship campaigns.
- Supervise Communications and/or Development Associates, Interns, and Fundraising Volunteers, ensuring engagement and alignment with TMHF's mission, values, and goals.

## **Leadership, Operations & Strategic Initiatives**

- Supervise and coordinate Development & Communications team members, including part-time associates, interns, and selected volunteers.
- As a member of TMHF Leadership Team, ensure fundraising efforts align with TMHF's programming, operational needs, and organizational strategy through regular 1:1 meetings with leadership and by engaging with other fundraising leaders, partners, vendors, community volunteers, and board members.
- Oversee fundraising event logistics and planning to maximize fundraising outcomes and supporter engagement.
- Maintain TMHF's digital and fundraising presence, including profiles on GuideStar, LinkedIn, Candid, Benevity, and other platforms.
- Lead internal development and communication operations using tools like Slack, Google Workspace, and Monday.com.

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## **WHO YOU ARE**

- **A mission-driven development professional** – You are passionate about securing the resources needed to fuel real change in mental health and racial justice.
  - **A results-oriented fundraiser** – You have a proven track record of securing grants, building donor pipelines, and growing revenue streams. You can provide at least two recent fundraising initiatives (within the last 24 months) that you designed, executed and managed to successful outcomes.
  - **A compelling storyteller and communicator** – You can translate TMHF's mission and impact into compelling narratives that drive donor engagement and investment.
  - **A strategic leader** – You thrive in designing and implementing development plans, managing successful campaigns, developing KPIs, achieving budget goals, and modeling financial forecasting.
  - **A collaborative team builder** – You know how to engage staff, board members, volunteers, and external stakeholders in fundraising efforts.
  - **A data-driven decision-maker** – You use impact metrics and financial analysis to refine and strengthen fundraising strategies.
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## QUALIFICATIONS

- 5+ years of combined experience in fundraising, revenue development, grant writing, sponsorships, donor relations, and mission-driven revenue generation.
  - Proven success in securing major gifts, grants, and sponsorships, and managing high-return fundraising campaigns and events
  - Experience managing donor databases (CRM), a variety of donation and payment platforms, and using digital fundraising tools.
  - Strong storytelling, marketing, community building communications skills.
  - Experience leading teams, managing budgets, and overseeing strategic initiatives.
  - Familiarity with nonprofit fundraising regulations, compliance, and best practices.
  - Knowledge of mental health, racial justice, and social impact work is a strong plus.
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## TO APPLY

We want to hear from you if you are a passionate, driven, and strategic fundraising leader who thrives on building sustainable revenue for social impact, amplifying community voices, and building on TMHF's impact and Miles' legacy.

Email your resume and a cover letter to: **[hello@themileshallfoundation.org](mailto:hello@themileshallfoundation.org)**

In your cover letter, bring attention to your most relevant skills or successes as a fundraising professional for an organization like ours. We'd also love to hear why this opportunity interests you.

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**The Miles Hall Foundation is committed to diversity, equity, and inclusion.** We strongly encourage applicants with lived experience of mental illness, racial injustice, or systemic barriers to apply.

**Equal Opportunity Notice:**

The Miles Hall Foundation does not discriminate on any protected characteristic (e.g., race, religion, gender identity, sexual orientation, or disability).

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