

## Director of Philanthropy

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### WHO WE ARE:

*inewssource* is a nationally recognized leader in the emerging and fast-growing field of nonprofit journalism. We believe that local and regional civic news, especially investigative reporting, is essential to a functioning democracy, and can help communities alter the course of history. Since our founding over 12 years ago, *inewssource* has been nothing short of ambitious in our mission and our journalism. We are a nonprofit, nonpartisan newsroom dedicated to improving lives in the San Diego region through impactful, data-based investigative and accountability journalism. We do not editorialize or give opinions. Our work reaches more than 1 million media users each week, thanks to our groundbreaking partnership with San Diego's KPBS, one of the top NPR and PBS affiliates in the nation.

Whether we are writing about local government, transportation, education, health, taxes or the environment, our journalists work together to deliver original reporting with data-driven precision through web, radio, and TV. *inewssource* produces all original work, focused exclusively on investigative journalism and accountability. This focused approach enables our newsroom to go deep, conducting extensive research and rigorously fact-checking stories, resulting in high-impact, enterprising journalism. In addition to reporting, our internship and community education programs further our commitment to promoting the practice of fact-based journalism.

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### OUR MOVEMENT:

Nonprofit journalism is a new and emerging field, staffed by extremely passionate people committed to public service and protecting our democracy. The current COVID-19 pandemic highlights the critical role our sector plays, as traditional print newspapers reduce staff or close their doors completely due to falling advertising revenues. With more than 350 organizations around the country, nonprofit journalism is actually thriving. We are working with the American Journalism Project and other nonprofit newsrooms across the country to build a national movement committed to ensuring communities have the information they need to sustain our democracy.

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### LEADERSHIP & CULTURE:

*inewssource* is led by a highly engaged leadership team operating with a completely transparent internal review and feedback process. Our focus is to create an environment where our team members are supported, both personally and professionally. This position reports to our CEO and Founder, Lorie Hearn. As a member of the senior leadership team, the Director will work across all aspects of the organization, collaborating with the exceptionally talented team of 20 staff, all currently working remotely.

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### BENEFITS & FEATURES:

- Compensation: \$125,000 - \$135,000 DOE
- 401(k) with 50% match for up to a 6% contribution
- Health, dental and vision plans
- 11 paid holidays
- 10 paid vacation days and 5 days of sick leave
- \$2,000 in support for conferences and training

**LOCATION:**

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While *inewsourc*e employees are working remotely for the foreseeable future, this role will be required to reside in San Diego, CA as attendance at in-person meetings and events is necessary.

**POSITION SUMMARY:**

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We have an ambitious growth plan and seek a dynamic, experienced fundraiser to serve as our Director of Philanthropy. The Director will be central in strengthening and increasing philanthropic support for nonprofit journalism, leading our donor-centered fundraising strategies including major gifts, memberships/subscribers, planned giving, and foundation grants. As a key member of the *inewsourc*e senior leadership team, the Director will be a highly valued thought partner to the CEO and Board. They will work across all aspects of the organization and community, collaborating with leadership, staff, and the newsroom on innovative fundraising and marketing strategies, while building strong community partnerships. The Director will supervise the Philanthropy Officer and Philanthropy Coordinator. (The latter role is currently open and presents an exciting opportunity for you to hire someone!) This is an exceptional opportunity for a fundraising professional who enjoys leading a team, working collaboratively, and is excited about the challenge of taking an organization's fundraising strategies to the next level!

**DUTIES & RESPONSIBILITIES:**

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- In collaboration with the CEO and Board create a comprehensive philanthropic strategy that promotes mission achievement and financial sustainability.
- Create, implement, and evaluate a philanthropic operating plan to achieve goals; Evaluate plan every six months and provide regular reports.
- Create and implement an effective organizational stewardship plan for current and prospective donors.
- Maintain a personal portfolio and oversee the portfolios of your fundraising team.
- Plan and implement foundation and individual donor cultivation and stewardship plan, to include outreach events and activities.
- Work with the CEO to engage the Board in philanthropy and appropriately task and support them in achieving plan goals.
- Work with the Director of Growth and Partnerships to create and implement innovative strategies that bolster our earned income streams and marketing and branding initiatives.
- In collaboration with the newsroom, develop and implement donor engagement strategies that allow our donors to connect with reporters, editors and our content.
- Embrace San Diego's diversity by listening to and engaging with a wide variety of communities to build support for the public service work of *inewsourc*e.
- Maintain a streamlined system for donor records using an in-depth understanding of Salesforce (CRM).
- Oversee the maintenance of comprehensive donor records, coordinate funding requests, prepare donor materials, prepare reports, and maintain efficient development systems.
- Develop and maintain an annual fundraising budget.
- Lead and inspire staff and board to participate in philanthropic activities. Contribute to the organization's communications strategy in support of the mission.
- Promote a collaborative work environment where direct reports are engaged, informed, and empowered to participate.

- In collaboration with the CEO and the Board’s Development Committee, create and execute annual donor communication for the organization with measurable deliverables.
- Create, implement, and evaluate donor e-newsletters and special events.

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**BACKGROUND PROFILE:**

- Demonstrated experience and success in nonprofit fundraising; executing on strategy, setting priorities, managing multiple projects and working effectively under pressure to achieve individual and organizational goals.
- Highly organized, detail-oriented, reliable and flexible; thrives in a fast-paced environment; a driving force who manages toward clarity, finds solutions and is able to think strategically about the organization.
- Excellent verbal and written communication and interpersonal skills, and ability to listen to and balance, negotiate and work with a variety of internal and external stakeholders.
- A consummate team player with a flexible, collaborative and creative approach who can lead from behind and empower the team to contribute their best.
- Keen interest in learning and developing as a professional, staying on top of best practice research.
- Personal qualities of integrity, credibility and a commitment to *inewsourc*e’s mission.  
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**COVID-19 VACCINATION POLICY:**

*inewsourc*e has a duty to provide and maintain a workplace that safeguards the health of our employees and their families, and the community from the COVID-19 virus. To help prevent the infection and spread of COVID-19, *inewsourc*e requires that all its employees be fully vaccinated against COVID-19 as a condition of employment.

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**For more information or to apply, please contact:**

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