



Development Director Job Opening

The Development Director will lead DECA's fundraising strategy and execution during an important period of organizational growth. Reporting to the Executive Director, this individual will build a diversified development program across individual giving, major donors, grants, sponsorships, corporate and foundation support, and mission-aligned industry relationships. The Development Director will strengthen donor and sponsor stewardship, manage sponsors and partner relationships, and establish the systems, processes, and reporting needed to support sustainable growth.

This is a hands-on leadership role for a strategic, relationship-driven professional who can identify new opportunities, manage time-sensitive priorities, build structure where it does not yet exist, and work independently while collaborating closely with the Executive Director and DECA's growing team.

Key Responsibilities

Fundraising Strategy and Revenue Development

- Lead the development and execution of DECA's annual fundraising plan, establishing goals, strategies, timelines, and performance measures across individual giving, grants, sponsorships, and new fundraising streams (as identified and defined).
- Collaborate with the Executive Director to align the fundraising plan with DECA's strategic plan, organizational priorities, and Board-approved budget.
- Build DECA's individual and major donor program, including identifying prospects, developing cultivation strategies, supporting solicitations, and establishing consistent stewardship practices.
- Identify and pursue new revenue opportunities while managing a balanced pipeline of immediate and longer-term prospects.
- Plan and execute fundraising campaigns and appeals in coordination with DECA's communications and program priorities.

Grants and Institutional Funding

- Lead the full grant lifecycle, including prospect research, opportunity assessment, proposal development, submission, reporting, compliance tracking, and funder stewardship.
- Maintain an organized calendar of grant opportunities, deadlines, reporting requirements, and relationship-management activities.
- Coordinate with the Executive Director and relevant staff to gather program, financial, and impact information needed for compelling proposals and accurate reports.



Corporate, Industry, and In-Kind Partnerships

- Identify, cultivate, and manage corporate, foundation, pharmaceutical, healthcare, and other industry relationships that generate financial or in-kind support for DECA and its member camps.
- Partner with the Executive Director to transition existing funding and industry relationships, determine appropriate relationship ownership, and coordinate executive involvement in cultivation and stewardship.
- Develop and update sponsorship packages; manage sponsor cultivation, agreements, benefits, recognition, fulfillment, and renewal.
- Manage DECA's in-kind product-donation partnerships, coordinating commitments, communication, distribution, documentation, and fulfillment between industry partners and participating camps.
- Collaborate with the future Membership Director on camp communication and distribution related to product donations.

Donor Stewardship and Development Operations

- Establish and manage consistent donor acknowledgment, recognition, communication, and stewardship practices across individual, corporate, foundation, and sponsorship relationships.
- Maintain accurate and current donor, funder, sponsorship, and partnership records.
- Strengthen DECA's use of its donor CRM and related fundraising and donation platforms.
- Identify opportunities to improve integrations, automation, data quality, and workflows while reducing duplicate data entry across DECA's development and financial systems.
- Establish development calendars, procedures, reports, dashboards, and other tools that make priorities, progress, and results visible.

Collaboration, Board Support, and Representation

- Provide clear development updates and reports to the Executive Director, Development Committee, and Board.
- Represent DECA in funder, donor, sponsor, and development-related meetings, conferences, and events, coordinating with the Executive Director when executive participation or broader organizational representation is appropriate.
- Contribute to a collaborative, accountable, and mission-centered team culture as DECA expands its staff and infrastructure.

Required Qualifications

- Demonstrated success leading multiple development functions with direct responsibility for both strategy and execution.



- Experience cultivating donors, funders, sponsors, or corporate partners and converting relationships into financial or in-kind support.
- Experience identifying, developing, managing, and reporting on grants.
- Strong written, verbal, organizational, project-management, and relationship-management skills.
- Ability to work independently, set priorities, exercise sound judgment, and follow through in a small and evolving remote organization.
- Experience using data, a donor CRM, and related systems to manage activity, track results, and support decision-making.
- Ability to collaborate effectively with an Executive Director, colleagues, volunteers, Board members, and external partners.

About DECA

The Diabetes Education & Camping Association (DECA) unites and advances the diabetes camp community through networking, education, and innovation. DECA serves as a connector, resource hub, and educational partner for diabetes camps, camp professionals, volunteers, families, and organizations committed to creating safe, inclusive, and meaningful camp experiences for people affected by diabetes.

How to Apply

Submit your resume and a brief cover letter through Indeed at [DECA's official job posting](#). Applications submitted outside of Indeed will not be considered.