



LARKSPUR

CONSERVING LAND THROUGH *a* REVIVAL
of NATURAL BURIAL PRACTICES

Job Title: Director of Development & Partnerships

Location: Nashville, TN

Status: Full-Time | Exempt

Reports To: Executive Director

Compensation: \$85,000 annually + benefits (negotiable)

Director of Development & Partnerships

Larkspur Conservation — Nashville, TN

About Larkspur

Larkspur Conservation is a Tennessee-based nonprofit protecting land through conservation burial and re-imagining how we care for the dead, the grieving, and the living world. We steward hundreds of acres of protected land, operate Tennessee's first conservation burial ground, and support families through death, ritual, and remembrance — while restoring forests, meadows, and wildlife habitat.

Fundraising at Larkspur is not transactional. It is relational, and deeply human. Donors are not just funders — they are stewards, story-holders, and long-term partners in land and legacy.

We are seeking a **Director of Development & Partnerships** to help build the next phase of Larkspur's funding and community of support.

Position Summary

The Director of Development & Partnerships will lead and grow Larkspur's fundraising efforts alongside the Executive Director. This is a senior-level individual contributor role with real leadership responsibility – ideal for someone who is ready to step into ownership, strategy, and relationship-building.

This person will manage individual giving, major donor cultivation, grants, partnerships, and donor communications – while helping shape the long-term fundraising vision of the organization.

Over time, this role is expected to grow into a Director of Development position as Larkspur expands.

What You'll Be Responsible For

Fundraising & Revenue Growth

- Build and manage a growing portfolio of individual donors, including major gift prospects
- Help design and execute Larkspur's annual fundraising strategy across:
 - Individual giving
 - Major gifts
 - Foundations & grants
 - Corporate and mission-aligned partners
- Research and identify new funding opportunities
- Track prospects, cultivation, and asks in a donor database
- Support the executive director in donor meetings, stewardship, and relationship building
- Help grow Larkspur's base of recurring and legacy donors

Grants & Foundations

- Research and apply for foundation and institutional funding
- Write proposals, letters of inquiry, and reports
- Track deadlines, reporting, and deliverables
- Work with program staff to translate Larkspur's work into fundable stories and outcomes

Donor Experience & Stewardship

- Ensure donors feel deeply connected to Larkspur's land, families, and mission
- Help design thoughtful stewardship:
 - Thank-you letters
 - Impact updates
 - Invitations to events, burials, or land visits
- Support donor recognition, tribute giving, and legacy gifts

Communications & Storytelling (in collaboration with staff)

- Help translate Larkspur's work into compelling donor-facing stories
- Support fundraising campaigns, appeals, and special initiatives
- Work with program and operations staff to surface meaningful narratives from the field

Systems & Administration

- Maintain accurate donor records and reports
- Track fundraising progress and pipeline
- Support budgeting, forecasting, and reporting for development activities

Who We're Looking For

This role is **not** about having a huge donor network. It *is* about having:

- Curiosity
- Emotional intelligence
- Writing ability
- Organizational skill
- A love of people, land, and meaning

We are especially excited about candidates who are:

- Coming from nonprofit, advocacy, environmental, or social-impact spaces
 - Looking for a place to retire or to grow into their career.
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Qualifications

Required

- Bachelor's degree or equivalent experience
- Strong writing and communication skills
- Comfort talking to people about money, values, and impact
- Ability to manage multiple projects and deadlines
- Interest in conservation, death care, or mission-driven work

Preferred (but not required)

- Experience in fundraising, grant writing, or donor relations
 - Familiarity with donor databases or CRMs
 - Experience in environmental, faith-based, or social-justice nonprofits
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Personal Qualities That Matter Here

- Warm, thoughtful, and emotionally intelligent
 - Organized and reliable
 - Curious and self-directed
 - Comfortable learning in a fast-growing organization
 - Able to hold both spreadsheets and sacred stories
 - Grounded in integrity, care, and respect
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What This Role Can Become

This is a rare opportunity to grow with an organization at a pivotal moment. The person in this role will:

- Help shape Larkspur's long-term funding model
- Build deep relationships with donors and partners

- Potential to grow into a Director of Development position as the organization expands

You will not be buried under bureaucracy – you will be building something that lasts.

Compensation & Benefits

\$85,000 annually (negotiable) Benefits include PTO, healthcare, vision, dental, (Larkspur pays 80%).

To Apply

Please send a resume and a short letter of interest (tell us who you are and why you're interested in this position) to Careers@larkspurconservation.org.