



Position Posting: Director of Major and Planned Giving
Location: Approved Remote Location
Type of Role: Full-time; Salaried/Exempt
Date: November 2024

About TEAM: The Evangelical Alliance Mission is a global mission agency that partners with the global church to send disciples that make disciples and establish missional churches to the glory of God. We envision the church transforming our world.

Founded in 1890, TEAM workers serve in a variety of ministry roles including evangelism, church planting, community development, healthcare, education, social justice, missional business, and many other areas of global ministry. TEAM is both an equal opportunity employer and a faith-based religious organization. For this reason, TEAM hires only candidates who wholeheartedly and without reservation agree with and live according to [TEAM's Statement of Faith](#). TEAM staff thoroughly embrace the [purpose, vision, beliefs, and values of TEAM](#).

About the Role: The *Director of Major and Planned Giving* has two main responsibilities: overseeing the strategic direction and daily operations of TEAM's planned giving program and managing a portfolio of planned and major giving donors and prospects. Experience in connecting with high-net worth individuals to inspire current major gifts, bequests and legacy planning is required. The ideal candidate will have an exceptional ability to move donors from qualification to solicitation or gift planning to the ultimate goal of gift closure and stewardship. This role requires high relational skills including advanced listening, excellent communication (both verbal and written), financial acumen, leadership experience, and an interest in gift instruments. Working effectively and strategically with Advancement and Finance leadership as well as professional advisors is required.

Key Responsibilities include but are not limited to:

- Understand TEAM's values and mission and articulate those values in conversations, writing and personal demeanor;
- Manage relationships with a portfolio of roughly 100 donors and prospects to support annual, major and planned giving;
- Determine and achieve realistic, stretch, and quantifiable goals for individual and team giving based on mutually agreed upon targets;
- Design and implements individual giving strategies, cultivates and solicits donors and prospects through written proposals, personal contacts and visits;
- Effectively manage budgeted dollars for major and planned giving activities
- Create, advise, and implement effective stewardship strategies for all assigned donors and prospects, including growing the planned giving community;
- Plan and implement effective marketing strategies in collaboration with Communications for targeted major and planned giving groups, including but not limited to direct mail, newsletters, website, webinars, social media, advertising materials and other educational sessions for donors and professional advisors;
- Oversee gift acceptance and planned giving policies and procedures;

- Remain competent and current through self-directed professional reading, developing professional contacts with colleagues, attending professional development courses, and attending training and/or courses;
- Facilitate estate gifts through the probate and administrative process;
- Oversee and manage TEAM's CGA program which includes marketing to donors and ensuring that all paperwork and processes are followed in conjunction with external vendor and in compliance with state regulations;
- Oversee and manage gift officer staff
- Build and nurture strong relationships with financial, legal and tax advisors; and
- Travel up to 30%.

Qualifications of the Role:

- Mature and growing follower of Jesus Christ;
- Bachelor's degree preferably in finance, philanthropy, communications or like field;
- CFRE, CSPG or CAP certifications desired but not required;
- Four years of full-time fundraising paid work experience OR ten consecutive years of verifiable volunteer related experience for nonprofit organizations;
- Proven record in executing major and planned giving best practices in donor identification, cultivation, solicitation, stewardship, and engagement;
- Proven record of meeting or exceeding organizational planned and major giving goals;
- Strong relational ability, enjoys helping others discover and meet their philanthropic goals in a biblical context;
- Ability to make presentations and develop written, printed, and electronic communication and marketing materials;
- Ability to travel, domestic and occasionally international, with attendance at evening and/or weekend activities, meetings, events, seminars and workshops required.

Disclaimer: The information in this document indicates the general nature and level of work to be performed. It is not designed to contain or be interpreted as totally comprehensive of every job duty, responsibility, or qualification required by an employee assigned to this position. An employee may be required to perform other assignments not listed here.

Employment applications are available online at <https://the-evangelical-alliance-mission.apscareerportal.com/>