



**Position Posting:** US Director of Development  
**Location:** Approved Remote Location (Near Aurora IL preferred)  
**Type of Role:** Full-time; Salaried/exempt  
**Date:** December 2025

**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 US Director of Development is responsible for leading and advancing the organization's overall fundraising strategy to support mission impact and strategic growth. This role strengthens and stewards major donor relationships, guides the Development Team in effective donor engagement practices, and collaborates with organizational leadership and the Board to shape development priorities. The US Director of Development also ensures clear donor communication, oversees events that connect supporters to the mission, and implements systems and structures that reflect best practices—all while managing department resources responsibly.

**Key Responsibilities include but are not limited to:**

- ✧ Develop and implement a comprehensive development strategy that maximizes TEAM of US's current and planned donor structure, to support organizational priorities and strategic growth plans.
- ✧ Maintain a big-picture understanding of TEAM and its mission, constantly seeking to improve how TEAM of US builds relationships with major donors.
- ✧ Collaborate with TEAM of US Leadership and TEAM of US Board on development strategy planning and donor engagement.
- ✧ Manage and hold accountable the Development Team in their work with donors and prospects, working with them to set goals, maintain caseloads, implementing appropriate donor engagement activities, updating the CRM database as appropriate; and overseeing regular team meetings for collaboration, reporting, planning, administrative matters, and prayer.
- ✧ Build and maintain relationships with current and potential donors; encourage donors to grow in matters of biblical stewardship.
- ✧ Oversee the identification, cultivation, solicitation, and stewardship of major donors, foundations, corporations, and other partners.
- ✧ Craft and refine donor facing language for face-to-face pitches, written material, presentations, and proposals, representing TEAM's ministry with short, clear, and impactful

- messages based on ministry defined statistics and stories that best represent the Kingdom.
- ⌘ Engage donors in global mission through activities such as donor-vision trips, ministry briefings, and other events developed by the Development Team.
- ⌘ Demonstrate integrity, honesty, and transparency in crafting timely responses that offer solutions to identified problems, to equip TEAM of US's leadership with the ability to inform and retain donors.
- ⌘ Work with the TEAM of US's Leadership in developing and implementing structures, policies, and systems that support TEAM's purpose, seeking to adopt and/or create best practices
- ⌘ Build and be a champion of a healthy organizational culture, identity, vision, and direction within Development team and the broader organization.
- ⌘ Manage departmental activities within an approved budget.

### **Qualifications of the Role:**

- ⌘ Spiritually mature and growing follower of Jesus Christ
- ⌘ Strong relational ability, enjoys people, and gets satisfaction from helping people meet their spiritual and philanthropic goals in global ministry
- ⌘ Skill in executing development best practices in donor identification, cultivation, and engagement to achieve organizational contribution goals
- ⌘ Proven track record of meeting or exceeding organizational funding goals through various types of development campaigns (recurring, capital, crowdfunding, etc.)
- ⌘ Experience in stimulating donor awareness and engagement with various planned giving instruments, including but not limited to bequests, annuities, and trusts; knowledge of the legal issues surrounding such instruments
- ⌘ Demonstrated ability to lead and manage individuals and teams
- ⌘ Minimum of five years of engaging major donors and successful resource development for nonprofit organizations; experience in a Christian mission agency or similar ministry is a plus
- ⌘ Broad understanding of the cultural backgrounds of the regions in which we work.
- ⌘ Excellent verbal and written communication skills
- ⌘ Bachelor's degree (minimum); professional certification (CFRE) is preferred

**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/>

Inquiries may be made to:

**TEAM - The Evangelical Alliance Mission** | P.O. Box 969, Wheaton, IL 60187-0969  
Human Resources | [Human.Resources@TEAM.org](mailto:Human.Resources@TEAM.org)