



Position Posting: Legacy and Major Gift Planner
Location: Approved Remote Location
Type of Role: Full-time; Salaried/Exempt
Date: July 2026

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 *Legacy and Major Gift Planner* is a highly collaborative role with the Director of Development and is responsible for planning and executing fundraising strategies that result in undesignated planned and major gifts. This position includes managing a portfolio of planned and major donors and prospects, creating and implementing solicitation and stewardship strategies, managing gifts of estates and trusts, creating accurate measurement reports, overseeing development marketing for major and planned giving, and providing leadership to, along with supervision of gift officers.

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 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 implement individual giving strategies, cultivate and solicit 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 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 the Charitable Gift Annuity (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;
- ☐ Build and nurture strong relationships with financial, legal and tax advisors; and
- ☐ Travel up to 40%.

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/>

Inquiries may be made to:
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Jobs@TEAM.org