



Development Director

Job Description

Objective: The Development Director is responsible for designing, implementing, and evaluating the development strategies for CYMT, with the primary responsibility of generating greater and more sustainable revenue year over year for CYMT by expanding CYMT's base of support. This position will work closely with the National Board and Regional Advocacy Teams.

Supervision: The Development Director reports to the Executive Director

Hours: Full-Time

Compensation: \$85,000 and bonus structure. Medical, retirement, and self-care plans.

Responsibilities:

- Create and implement an annual development plan and strategy that enhances CYMT's relationship with donors and investors while engaging them in our mission
- Develop and organize each aspect of the fundraising strategy
- Cultivate and nurture relationships with current and potential donors
- Recruit, train, and activate Advocacy Team members who support the vision and mission of CYMT in regional areas to help achieve development goals
- Work with the Board and Executive Director to develop new Advocacy Teams in regional areas CYMT serves
- Lead and manage CYMT's short and long-range development efforts to reach our development goals
- Oversee management of CYMT donor database, records, and acknowledgments
- Supervise development of public affairs matters such as annual report, donor communications, and website donor interface
- Develop and manage CYMT's Board fundraising capacity
- Oversee and plan fundraising events with other staff and volunteers
- Train and lead other staff and the board in fundraising and donor marketing efforts
- Evaluate and report on fundraising strategies and campaign goals
- Research grant sources and write grant proposals and reports to foundations
- Oversee the CYMT development budget

First Year Benchmarks to support the overall CYMT Development Goal of \$500,000:

- Raise \$150,000 outside of the Top 30 Donors
- Develop 2 Regional Teams with 6-8 Members and host initial fundraising events
- Engage 100 New Donors

Education:

- Bachelor's degree
- CFRE Certification is a plus but not required



Qualifications:

- 5+ years of development experience in a service industry or with a non-profit
- Proven track record of achieving revenue targets
- Proven management and leadership capabilities
- Strong verbal and written persuasive communication skills
- Demonstrated ability to prospect, cultivate, and nurture new donors
- Knowledge of donor management programs (CYMT uses Bloomerang)
- Familiarity with mainline churches and a passion for youth ministry

Expectations:

- Gifts and passion for developing others
- Passion for the mission of CYMT and alignment with our core values and statement of faith
- Commitment to a culture of DEIB.
- Commitment to collaborative teamwork in a remote working environment
- Ability to gather in person with other staff members for strategic planning and relationship building twice a year.
- Some travel will be required for recruiting and teaching.

Notes:

Where: Offices in Brentwood, TN. This is not a remote position, but a hybrid option is available.

Application Deadline: December 15, 2024

Desired start date: January 16, 2025

Apply: Interested candidates should apply including upload a cover letter and resume at <https://www.cymt.org/job-openings> Questions can be directed to apply@cymt.org