

Director, Strategic Philanthropy & Campaign Advancement

Mission Aviation Fellowship (MAF), a Christian nonprofit organization founded in 1945, is seeking people who share our desire to see isolated people changed by the love of Christ. MAF operates globally, with its headquarters located in Nampa, Idaho. MAF's core values are: we follow Jesus, we serve together, we commit to a higher standard, and we value each other. This position is a vital part in serving together to bring help, hope, and healing through aviation.

A Brief Overview

Responsible for leading MAF's major gifts, foundation relations, planned giving, and capital campaign efforts, overseeing a team that secures a significant portion of the organization's philanthropic revenue. Develops relationships with high-capacity donors, foundations, and key stakeholders while coaching and supporting team members in cultivating transformational philanthropic partnerships, as an essential part of the work of MAF so that the Gospel is proclaimed and God's Kingdom is extended.

This position requires an active commitment to the mission, values, and doctrinal stance of MAF. In the course of performing job duties, the employee will act in a manner that is Christ-honoring as well as Christ-like, demonstrating a personal Christian faith and witness in all interpersonal interactions. In addition, the employee must be willing to assist with other projects and duties as assigned by their manager.

Essential Duties

- Management/Leadership
 - Supervises activities related to major gifts, foundation relations, planned giving, and works with team to develop strategies to generate higher levels of charitable giving by gaining new major donors, increasing donor retention, and moving donors up in their giving levels.
 - Promotes teamwork, inspires and motivates direct reports/volunteers, and develops key performance parameters against specific goals and targets.
 - Provides effective training, support and accountability to the division staff to meet annual and long-term financial goals.
 - Provides strategic information and guidance to assist in developing goals, plans and procedures.
 - Maintains and enhances the credibility of MAF in the eyes of donors and protects the MAF brand and promotes the vision and mission of the organization whenever possible to current and prospective donors.
 - Works with writers and graphic design staff when creating communications.
 - Cultivates a culture of faith, accountability, and encouragement.
 - Identifies and implements opportunities for deeper personal and communal spiritual engagement.
- Capital Campaign Leadership
 - Provides leadership for MAF's multi-year capital campaign.
 - Partners with executive leadership, campaign counsel, board members, and volunteers to execute campaign strategy.
 - Develops campaign prospect strategies, and metrics.
 - Identifies, cultivates, solicits, and stewards transformational campaign donors.
 - Develops and manages the campaign prospect pipeline and gift table.
 - Monitors campaign performance and prepare progress reports.
- Fund Development
 - Develops relationships with a portfolio of qualified donors through personalized communications and visitations to perpetuate their giving through current asset, estate, in-kind, and cash gifts.
 - Sets up donor giving goals and touchpoints for calendar year and tracks and follows the annual relationship development process for each donor in portfolio.
 - Ensures that all major and planned giving donors receive appropriate, consistent recognition and an accounting of the impact that their gift has on community needs annually.
 - Creates customized funding proposals and reports for donors in assigned portfolio.

- Shares clearly articulated ministry opportunities needing major gifts, according to funding priorities and projects established by management.
- Articulates organizational views on behalf of MAF executive leadership and works to build a culture of philanthropy at MAF.
- Maintains proper records on donor interactions in the CRM.
- Recommends and accompanies the CEO or VP on donor visits.
- Administration
 - Develops and implements an annual plan and budget for divisional operations.
 - Participates in management meetings.
 - Works with Advancement Services staff to determine donor analysis and reports that measure performance and donor behaviors.
 - Plans and attends events as it pertains to networking, outreach, board dinners, etc.

Qualifications

- Bachelor's degree required.
- Master's degree or equivalent combination of education and experience preferred.
- 10 years progressive related experience, including 5 years management-level experience required.
- 3 years experience in fundraising, either for ministry support or through ministry partnership required.
- 2 years nonprofit leadership experience required.

Skills

- Advanced ability in comfortably relating to high net-worth individuals.
- Intermediate knowledge/understanding of planned giving instruments.
- Advanced knowledge/understanding of Capital Campaigns solicitation.
- Advanced skill in Portfolio management and donor cultivation
- Advanced ability in enthusiastically presenting the evangelical ministry of MAF.

Competencies

- Understands the unspoken meaning in a situation.
- Makes others feel comfortable by responding in ways that convey interest in what they have to say.
- Tailors the content of speech to the level and experience of the audience
- Expresses ideas clearly and concisely in writing
- Identifies and presents information or data that will have a strong effect on others.
- Tries to build relationships with people whose assistance, cooperation, and support may be needed.

Physical Requirements

- Occasionally standing, walking, and sitting
- Occasionally lifting and carrying up to 25 lbs.

Travel Requirements

- Frequent domestic travel with significant overnight travel to attend meetings, make presentations, interact with people and set-up and/or attend a variety of special events in various locations throughout their territory of service.
- Infrequent international travel with major donors on vision trips and assist with being attentive to and taking care of the needs of major donors.

Starting Pay Range

\$107,943 to \$125,934 annually

MAF is committed to paying our team members competitively to the industry market and to being a market leader in benefits and work/life balance programs. Consistent with our value..." We commit to a high standard," MAF's Total Rewards Philosophy is designed to maintain and improve our market competitiveness in the NGO sector to attract and retain our most critical resource - our people.

MAF is committed to creating and maintaining a work environment free from any form of unlawful discrimination or harassment. As a faith-based religious organization pursuant to the Civil Rights Act of 1964, Section 702 (42 USC @2000e), MAF has the right to and does solely hire candidates who agree with our Statement of Faith and agree to abide by our Standards of Conduct.

MAF expects all MAF staff to comply with its Safeguarding Policy. This includes proper moral and ethical conduct towards all children and vulnerable adults, in all circumstances and in all relationships. In addition, all MAF staff have a responsibility to seek to prevent any form of abuse, to raise any ongoing concerns, and to report any harm, abuse, or neglect to children or vulnerable adults, discovered or reasonably suspected. Violations of this policy will be subject to corrective action up to and including termination of employment.

MAF seeks to create a workplace that is intentional about Kingdom Inspired Diversity. Our commitment to our employees extends to their opportunities for personal and professional growth and development. We will make reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in undue hardship to the organization.