



ABHMS is hiring a Director of Development

Application Due: August 15, 2026

For nearly two hundred years, the American Baptist Home Mission Societies (ABHMS) has answered God's call to develop and equip Christian leaders to make a positive impact in people's lives. We promote the Christian faith across the United States and Puerto Rico by cultivating Christ-centered leaders and disciples who heal and transform communities in partnership with American Baptists and others. ABHMS' mission delivery framework includes faith-based philanthropy, continuous learning, networking and capacity building, and publishing.

The ABHMS Director of Development (DoD) is a senior leadership position within the organization and the architect of its development future. The DoD designs, builds, and leads ABHMS' fundraising strategy, donor relations, systems, and development initiatives to secure the financial support that advances organizational goals. The DoD will need to establish the strategy, infrastructure, team, and culture of generosity needed to carry ABHMS into its next chapter and toward a \$5 million annual contributed-revenue goal.

The successful candidate will be a mission-driven leader who integrates fundraising with the core values of faith, generosity, gratitude, and stewardship. The DoD nurtures a culture wherein donors, donors, board members, staff, and other stakeholders participate in advancing the vision and mission of ABHMS by growing its financial resources. By blending strategic fundraising with deep stewardship principles, this role strengthens ABHMS' ability to serve its mission, builds lasting relationships, and inspires ongoing generosity.

This is a full-time position, reporting to the ABHMS Executive Director. The successful candidate will be based in the corporate offices of ABHMS, located in King of Prussia, Pa. A generous relocation package is available.

KEY RESPONSIBILITIES & DUTIES

Development Strategy

- In collaboration with the Executive Director, design and build a comprehensive development strategy aligned with ABHMS' missional priorities — establishing the vision, systems, and infrastructure for a modern, sustainable development function.
- Develop and implement a fundraising and donor stewardship plan with measurable goals, key performance indicators, and clear accountability for results.
- Build and oversee annual giving, major donor, and planned/legacy giving programs, prioritizing planned and legacy giving within ABHMS' mature and loyal donor base.
- Design and implement a successful capital campaign aligned with the development strategy.

- Lead donor segmentation and develop strategies to deepen relationships with existing supporters while reaching donor communities ABHMS has not historically engaged — including intercultural communities, next-generation givers, and justice-minded donors.
- Establish the data infrastructure, CRM strategy, and operational systems that enable disciplined cultivation, accurate reporting, and a healthy return on fundraising investment.

Work of the ABHMS Development Unit

- Assess and build the development team to match the organization's goals — supervising, mentoring, and developing staff, and recommending the roles and capacity needed to reach the goal.
- Lead the development team in nurturing and maintaining relationships with donors, corporate sponsors, and foundations to ensure ongoing engagement and stewardship.
- Along with members of the development team, maintain a portfolio of donors to cultivate relationships and steward gifts through personalized engagement strategies that highlight the impact of contributions.
- Analyze and grow current program giving initiatives.
- Organize fundraising events and donor recognition activities to enhance visibility and engagement.
- Cultivate and grow giving from American Baptist churches, congregations, and denominational partners — ABHMS' core constituency — alongside prospective individual major donors.
- In collaboration with communications and programmatic ABHMS staff, develop cases for support, by donor segment, to effectively communicate the impact of giving for ABHMS' mission.
- Collaborate with marketing and communications staff to create promotional materials, case statements, digital campaigns, and public relations initiatives that support development strategy and goals.
- Track fundraising progress, analyze the effectiveness of campaigns, and report results to senior leadership and the Board of Directors.
- Manage the development budget in alignment with financial guidelines — ensuring transparency, accountability, and maximum use of resources across fundraising, public relations, and donor outreach.

Grants

- Provide oversight of and accountability for the final product of grant seeking and proposal writing — ensuring quality and alignment with missional priorities — while the research, writing, and submission are carried out by program and development staff.

Leadership

- Promote a culture of philanthropy, ethical fundraising and mission giving throughout the organization.
- Prepare and present development analysis and reports to the Executive Director/CEO and Board.

- Educate and support the Board of Directors on how to engage in ABHMS fundraising strategies.
- Provide confidential consultation to the Executive Director/CEO and senior leaders as needed.
- Participate in organizational planning, aligning development initiatives with the mission and long-term goals of the organization.
- Model collaboration and teamwork across units and departments to advance ABHMS' strategic mission.
- As part of the Leadership Team, participate in the development of ABHMS' plans and programs by providing strategic development guidance and perspective on decisions affecting the organization.
- Develop fruitful and trusting relationships with staff, Board, and mission partners, and contribute to an organizational culture that supports these relationships.
- Remain informed on major denominational, development, social, and cultural issues that may affect the work of ABHMS, and ensure that ABHMS is highly responsive to changing conditions and emerging trends to promote philanthropy and justice in the United States and Puerto Rico.

Representation and Travel

- Represent the Executive Director/CEO as assigned.
- Represent ABHMS in various denominational and nonprofit arenas wherein ABHMS participation is required.
- Travel regularly — approximately 30–40% of the time — across the United States and Puerto Rico for donor and church visits, denominational gatherings, and key events (e.g., Space for Grace), in addition to Board meetings.
- Other duties as assigned.

EDUCATION, EXPERIENCE AND SKILLS REQUIREMENTS

- Bachelor's degree in a related field required; advanced degree or CFRE (Certified Fund Raising Executive) credential preferred.
- A minimum of 10 years of progressive development and fundraising experience, including at least 5 years in a senior leadership or management role, with a demonstrated track record of building development strategy, systems, and teams — not solely operating within an established program.
- Passion and commitment to ABHMS mission, vision, values, and missiological priorities; knowledge of American Baptist structure and polity a plus.
- Demonstrated success in major gift fundraising, with experience in planned/legacy giving and capital campaigns.
- Experience building or leading development across a national, multi-site, or geographically distributed footprint.

- Experience cultivating philanthropy across diverse and intercultural communities, with the cultural competence to build authentic relationships across the breadth of ABHMS' constituency.
- Experience cultivating church, congregational, denominational, or other faith-based institutional giving.
- Skilled in network leadership, partnership building, and cross-sector collaboration.
- Strong project management and organizational leadership skills.
- Ability to navigate complexity with adaptability, resilience, and innovation.
- Passion for promoting and implementing a culture of generosity among staff, board, and constituents.
- A skilled storyteller with excellent communication skills across various media, with strong presentation and public speaking skills that inspire staff, board, and other key stakeholders and partners.
- Transparent, high-integrity leadership and a hands-on style that motivates people.
- Solid, proven budget management skills, including budget preparation, analysis, decision-making, and reporting.
- Proficiency leading a major donor CRM, with the ability to own CRM strategy, data integrity, and team adoption; experience with Salesforce and/or DonorPerfect strongly preferred. Proficient use of Microsoft Suite (Word, PowerPoint, Excel, Outlook).

ABHMS is an equal opportunity employer. We do not discriminate and take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

ABHMS is a great place to work! We offer a safe, professional work environment located at 1075 1st Avenue, King of Prussia, Pa. The salary range is \$135,000 to \$150,000, commensurate with experience and qualifications. The benefits include paid vacation, paid sick days and holidays; professional development opportunities; retirement plan with employer contribution; comprehensive medical, dental and vision insurance; and more.

If interested in applying, please send the following to LMiraz@abhms.org

1. Cover Letter

2. Resume

3. 5-minute video (mp4 format) responding to the following questions:

- a. Why is ABHMS' mission of interest to you?
- b. How do your experiences, personal strengths and leadership abilities prepare you for this position?
- c. Describe a successful individual or corporate donor fundraising campaign with which you have been involved or provided a leadership role?

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