



# REGIONAL PARTNERSHIP DIRECTOR

**LOCATION:** Remote

**REPORTS TO:** Lifesong Vice President

**STATUS:** Full-time

**FLSA:** Exempt

**PAYGRADE:** US 6 (\$87,360 - \$104,00 annually)

**BENEFITS:** 11 Holidays Off, PTO Accrual (starting at 14 days a year), 5% Match 401k, \$25k Life Insurance Policy, Medical Insurance (Lifesong pays 80% of premiums), Dental and Vision Insurance (Lifesong pays 50% of premiums), Voluntary Long-Term Disability and Additional Life Insurance

**WORKS CLOSELY WITH:** Communications/Marketing/Development Team, Lifesong Leadership, and Team Members from International Ministry Sites

**APPLY AT:** <https://lifesong.org/about/careers/>

## CORE FOCUS OF LIFSONG FOR ORPHANS:

**Mission** – Bringing the joy and purpose of Jesus to orphaned and vulnerable children

**Vision** – Orphaned and vulnerable children becoming disciples of Jesus, in healthy relationships, engaged in a local church, experiencing family and meaningful work

**Method** – Engaging, equipping, and encouraging Christ's Body – some to adopt, some to care, and some to give

## POSITION OVERVIEW:

This experienced Regional Partnership Director will identify, build, and manage a portfolio of prospective and current major gift donors who are capable of giving at levels of \$25k to \$1M+. This Regional Partnership Director will be responsible to build a robust portfolio of major givers, and build customized and strategic plans to engage these givers with Lifesong for Orphan's top ministry funding priorities, resulting in a portfolio generating new/net-increasing giving of \$1.5M+ annually in first year, significantly increasing total gifts by 20% each year after.

## POSITION PURPOSE:

This Regional Partnership Director position advances the mission of Lifesong through facilitating deeper engagement with current donors, meeting ministry fundraising needs through increased donor engagement, and growing the number of Lifesong givers and gifts within an assigned region.

## PRIMARY RESPONSIBILITIES AND DUTIES:

- Facilitate deeper engagement with current donors
  - Cultivate partnerships with existing major givers through regular contact and encouragement
  - Identify and build stronger partnerships with local givers with greater capacity to become major givers
  - Host regular small donor gatherings to share about the work and impact of Lifesong
  - Work in partnership with the Lifesong office to engage a pipeline of prospects, foundations, and supporters to encourage their movement towards becoming donors
  - Collaborate with the Lifesong events team in planning and implementing events in the assigned region
  - Retain at least 85% of major donors and 60% of other types of giving partnerships in region
  - When approved by Lifesong Executive Team, participate in and lead international trips for major givers and strategic partners to international Lifesong ministry sites, showing them firsthand how their contributions are making an impact, and/or deepen their engagement and awareness of Lifesong's ministry work in order to inspire their future generosity
- Meet ministry fundraising needs through increased donor engagement

- Cultivate, develop, and implement strategies to significantly broaden and deepen the base of donation income in the region and meet fundraising goals
- Creatively craft and customize complex engagement plans to cultivate key giver relationships to foster trust and gauge readiness for making a major gift, incorporating a variety of engagement strategies such as: in person and virtual meetings, special events, international trips, phone calls, and written correspondence
- Invite current major givers to identify and engage new major givers within their sphere of influence, and build relationships leading to financial contributions
- Utilize strategies to improve Lifesong's capacity to engage prospective givers through strategic events, conferences, and centers of influence
- Attend regular Lifesong team meetings and devotions via online conference calls
- Attend bi-annual Lifesong staff gatherings or other required departmental meetings
- Grow the number of Lifesong givers and gifts within an assigned region
  - Work systematically and strategically to build and develop a robust portfolio of 150-300+ donors capable of giving at \$25K to \$1M+ through identifying and qualifying prospective donor leads identified via internal pipelines and networking with existing donor relationships
  - Travel at least 25%-40% of work schedule primarily throughout the region, but with also include national and international travel
  - Hold at least 30 meetings monthly with donors, prioritizing major givers, post-meeting action steps, and document meeting information within Lifesong's database (at least 50% of meetings conducted in-person)
  - Invite current and potential donors into philanthropic partnership with Lifesong for Orphans through bold solicitations aimed at securing high-level gifts (cash, DAF contributions, complex assets, multi-year pledges, planned gifts, etc.) that align their passions with top ministry priorities
  - Facilitate meetings between high-impact donors or potential donors with Lifesong's Executive Team
  - Develop and cultivate at least 3 new strategic church partnerships per year (i.e. Adoption Fund, Child Sponsorship, or Sponsoring an international OVC ministry site)
  - Develop and cultivate at least 5 new Foundation or Family Office partnerships per year that become major givers
  - Raise at least \$1,500,000 in new giving/net-increasing-giving in the first year of employment and a minimum 20% increase in each subsequent year (or as determined by Lifesong Leadership)
- Miscellaneous Duties: Performs other duties, as assigned

#### **REQUIRED SKILLS:**

- Passionate commitment to Lifesong's Core Focus
- Self-starter who is internally motivated to take initiative towards goals aligned with the larger mission and needs of the ministry and its teams or departments
- The ability to be sensitive to and aware of intercultural dynamics within diverse teams
- Track record of annually cultivating gifts of over \$1,500,000 from major givers (or complex sales equivalent)
- Proven ability to effectively develop, nurture, and maintain individual relationships and the skill to lead those individuals to make joyful financial investments
- Excellent networking ability
- Outstanding and consistent interpersonal communication skills that uplift and put others at ease
- Experience speaking to high potential partners effectively, intelligently, and passionately
- Experience managing, tracking, and reporting on the financial efforts of an assigned region
- Highly developed capacity to accurately and objectively evaluate the effectiveness and outcomes of programs and to make appropriate adjustments
- Ability to travel regularly (25%-40% of work schedule)

**EDUCATION AND EXPERIENCE:**

- Bachelor's Degree in relevant field
- 3-5 years' experience of professional and relevant experience in Donor Development or Complex Sales
- Experience in a non-profit setting is preferred

**CONDUCT:**

This position requires an active commitment to the core focus, values, and statement of faith of Lifesong. In the course of performing job duties, Lifesong employees will follow Employee Handbook policies, and act in a manner that honors Christ, demonstrating a personal Christian faith and witness in all interpersonal interactions. Lifesong is also committed to safeguarding and promoting the welfare of children and program participants and expects all employees and volunteers to share this commitment. Conduct that demonstrates the values listed below are required of all Lifesong employees.

***Love God and His People, Serve with Humility, Steward Faithfully***

**WORKING CONDITIONS AND PHYSICAL DEMANDS:**

- Tasks are normally conducted in a regular office environment requiring the use of computer and mouse and other standard office equipment
- Employee will be required to travel and have a valid driver's license and passport
- There are no specific job hazards, PPE, ergonomic concerns (beyond what was listed above), or transport of hazardous material
- Employees may need to lift and move up to 35 lbs. on occasion
- Employees are required to observe safety principles while performing the duties of the position

**DISCLAIMER:**

This job description is intended to describe the general nature and level of work being performed by people assigned to this job. They are not intended to be an exhaustive list of responsibilities, duties, and skills required of personnel in the classification. Work hours may be irregular including performing duties on evenings or weekends.