



Job Posting Chief Development Officer (CDO)

Ministry: Kids Across America
Location: Branson, MO / Remote near Key Donors (Austin, Dallas, Memphis, Nashville)
FLSA: Exempt/Salary/Full-time
Supervisor: Chief Executive Officer/President

Overview of Position

The Chief Development Officer (CDO) will lead fundraising efforts for Kids Across America. The CDO will be crucial in developing and implementing comprehensive strategies to support KAA's mission, vision, and strategic objectives. Including, but not limited to the following:

- ❖ Cultivate and steward relationships with major donors, foundations, corporations, and other key stakeholders to secure financial support for Kids Across America's programs and initiatives.
- ❖ Provide strategic guidance and support to the executive leadership team and Board of Directors on fundraising related matters.
- ❖ Develop and implement systems and processes for donor prospecting, tracking, and reporting to measure fundraising performance and inform decision making.
- ❖ Lead and mentor a team of fundraising professionals, providing leadership, guidance, and support to maximize their potential and contribution to the organization.
- ❖ Educate and equip team in the emerging trends, best practices, and regulatory requirements in fundraising and philanthropy, and incorporate relevant insights into the organization's fundraising strategies and activities.
- ❖ Represent Kids Across America externally at conferences, meetings, and events to enhance its visibility, reputation, and fundraising opportunities.

General Expectations:

- Deliver over \$10 million in annual donations from major gifts, with an annual increase of 5% upon previous year donations.
- Maintain fiscal responsibility of a nonprofit ministry in that development team costs are not to exceed 20% of total donations.
- Commitment to travel at least 50% of the time to meet face to face with donors and constituents.
- Develop a 5-year, \$30-50 million dollar campaign to support the ongoing scholarships, major maintenance and new capital projects of KAA.
- Protect the Kids Across America Family of Ministries (Kanakuk Ministries, K-Life, and Kanakuk Institute) brand and reputation, making every effort to avoid donor confusion and frustration and ensure the success of all.

Primary Responsibilities

Digital Transformation Leadership

Guiding the team through digital transformation. This involves leveraging online platforms, social media, and digital campaigns, while also integrating CRM systems and automating donor management.

Donor Experience Enhancement

Maintain focus on building meaningful donor relationships. This includes creating tailored experiences, regular updates on impact, and transparent communication, ensuring that donors feel valued and engaged in the organization's mission.



Leadership in Capital Campaigns

Spearhead large capital campaigns. Place emphasis on strategic planning and execution of major fundraising campaigns, involving the board, key stakeholders, and external influencers to secure large gifts and transformational funding.

Board Development and Engagement

Actively engage with KAA board of directors, ensuring they participate in new and current fundraising efforts. This includes educating board members on their role in fundraising, coaching them on donor cultivation, and leveraging their networks to expand fundraising reach.

Adaptive and Agile Leadership

Be adaptive, respond quickly to shifts in donor behavior, economic conditions, and changes in the philanthropic landscape. Agility in decision making and strategy adjustment is key.

Emphasis on Mission Driven Storytelling

Craft compelling narratives that highlight the organization's mission and impact. This includes clear, emotional storytelling that resonates with donors across different platforms, especially in an increasingly crowded digital space.

Ethical and Transparent Fundraising

Knowledge of fund-raising ethics, to ensure that fundraising is conducted ethically and transparently. This includes responsible use of donor funds, clear reporting on how contributions are utilized for KAA, and adherence to legal and ethical fundraising standards.

Qualifications

- Bachelor's degree in non-profit management, business administration, communications, or a related field.
- Minimum of 7-10 years of progressive experience in fundraising, donor relations, or development leadership roles within the nonprofit sector, preferably in a faith-based organization.
- Proven track record of successfully raising significant funds from individuals, foundations, corporations, and other sources, with experience in major gift solicitation and stewardship.
- Strong leadership skills with the ability to inspire and motivate a team, build consensus, and drive results in a collaborative environment.

About Kids Across America

- **Vision:** Transforming Urban Youth to impact Their Communities through Christ.
- **Mission:** To Build Christian Leaders by Encouraging, Equipping, and Empowering Urban Youth and their Mentors, through Camping and Education.
- **Kids Across America** is a community of believers committed to sharing the Gospel of Jesus Christ through Christian camping and various other means. Employees must understand that their roles are important in the overall goal of Kids Across America. We work together as a group to evangelize and equip the next generation to reach the world for Christ.

KAA Core Values

- **Christ Centered:** We seek to reflect the love of Christ and lift him up in all we do.
- **Education and Training:** We actively engage people in life-changing learning experiences that provide growth and enrichment.
- **Stewardship:** We will honor God with all our resources and celebrate those who provide them.
- **Integrity:** We commit to open communication, honesty, and personal and organizational accountability.
- **Culturally Relevant:** We will engage our communities in ways that are compelling and relevant to them.
- **Unity:** We embrace cultural differences, build bridges, resolve conflict peaceably, and seek to be an example of unified diversity.