



ALARM

African Leadership & Reconciliation Ministries

Major Gift Officer

HISTORY & MISSION

African Leadership and Reconciliation Ministries (ALARM) was founded in 1994 by Dr. Celestin Musekura in response to a crisis of Christian leadership in Africa following the genocide in Rwanda. After violence, genocide and tribal warfare forced many Western missionaries to depart the country, there was a sudden vacuum of leadership among the growing Christian population. During this same time, 70% of Rwandan pastors were killed or forced into exile, with similar decimation occurring in Burundi, Congo, Uganda and Sudan. During these events, God put a burden on the heart of Rev. Dr. Celestin Musekura to equip indigenous Africans with the skills needed to rebuild Africa.

Since its founding, ALARM has expanded into eight countries across east and central Africa. Headquartered in Nairobi, Kenya, ALARM is fully staffed by well-trained African men and women. They also have offices in Burundi Democratic Republic of Congo, Kenya, Rwanda, Sudan, South Sudan, Tanzania, and Uganda.

“ We develop *servant leaders* in the African Church and community who *reconcile* and *transform* lives affected by conflict and injustice. ”



WHAT WE DO

Our Method: We train and equip African leaders, providing them with the tools, knowledge, and skills needed to rewrite the stories of African families, communities, and nations.

Our Motivation: Being reconciled to God—through Christ— motivates us to empower African leaders to be agents of forgiveness and reconciliation in their communities.

Developing Leaders

We work to train and equip pastors, church and community leaders, and workplace Christian leaders such as lawyers, judges, police officers, and government officials in Biblical peacebuilding, forgiveness, reconciliation, conflict resolution, trauma healing, and other related topics.

Reconciling Relationships

When servant leaders are trained to understand that their identity in Christ trumps the obligations of tribe, race, and region, they become agents of unity and reconciliation through the message of forgiveness. ALARM-trained leaders learn to reconcile relationships in their own families and communities and teach others to do the same.

Transforming Communities

As ALARM-trained leaders help to reconcile relationships within families, churches, neighborhoods, and places of work, communities become transformed as people come together to address local challenges. ALARM walks alongside these servant leaders, empowering and supporting them as they lead local initiatives.



THE OPPORTUNITY

Overview

Job Location: ALARM U.S. – Dallas, TX

The Major Gift Officer reports directly to the Vice President of Resource Development and will identify, qualify, cultivate, solicit and steward major gift prospects, with an emphasis on securing gifts of \$5,000 and higher.

From ALARM's database of over 12,000 supporters, the Major Gift Officer will be assigned a portfolio to include approximately 50-75 existing major-gift donors and 50-75 potential major-gift donors identified through ALARM's donor analytics capabilities. In addition, the Major Gift Officer will steward ALARM's relationship with 20 churches that have been or may become major gift partners.

The Major Gift Officer will provide ongoing and proactive relationship management, strategic communications plans, gifts cultivation and solicitation activity for this group of donors. This work is done in close collaboration with other organizational leaders including the Vice President of Resource Development, ALARM's Africa Office, as well as the President and board members in the tasks of cultivation, stewardship, and solicitation.

The Major Gifts Officer will be expected to:

- Coordinate with the Vice President of Resource Development to create a major gifts budget and development plans for major individual donors, churches and corporations.
- Manage an effective and active identification, cultivation and solicitation process through the use of the Raiser's Edge database, Target Analytics and the Wealth Overlay research tools.
- Develop portfolios of donors at different levels of giving for cultivation and solicitation by the President, board, volunteers and other staff members, and provide appropriate accountability to support their successful cultivation and solicitation.
- Write proposals to major donors to solicit funding.
- Play a lead role in executing small fundraising events and a support role in organizing larger fundraising or donor cultivation events.
- Partner with the Communications department to produce materials and tools to communicate regularly with major donors to retain and strengthen their existing giving.

THE OPPORTUNITY

Desired Candidate Characteristics:

- A dedicated follower of Jesus Christ with a passion for seeing the global church unified in a ministry of reconciliation and redemption in the developing world.
- Senses a calling to the people of Africa and the expansion of the work that ALARM has been effectively developing for more than 20 years.
- Commitment to the development of indigenous servant leaders equipped to seek the reconciliation and transformation of lives affected by conflict and injustice.
- Excellent organizational, problem-solving, strategic and creative thinking skills, as well as outstanding ability to take initiative with consistent and good follow-through.
- Demonstrated ability to work effectively in teams and skilled in developing and maintaining positive relationships with diverse people, high-wealth individuals and churches, as well as high-level volunteers, internal stakeholders and leadership.
- Self-starter with the ability to work independently on the goals and objectives determined and measured in collaboration with the ALARM leadership.
- Comfortable with a substantial travel schedule (25-40%), scheduling and meeting with individuals, small groups and large groups of supporters across the US.
- Engaging and energized by direct donor interactions, including discussions of personal and family finances and asking for major financial commitments.

Required Qualifications:

- Bachelor's degree; advanced degree and/or CFRE credential preferred.
- Oriented toward working as a "trusted-advisor" or experienced in "solutions-selling" at a senior decision-maker level or major account leadership that is based on relationship management and the application of creative to meet the needs.
- Experience with nonprofit fundraising (vocational or volunteer) with a proven track record of major gifts success and/or a strong working knowledge of strategy development and moves management systems in the cultivation, solicitation and stewardship processes.
- Strong written, oral, interpersonal, and conversational communication skills as well as excellent case development and sales pitch skills.
- Experience working with CRM or donor management systems -- preferably Blackbaud Raiser's Edge or any other related systems.
- Past travels in Africa would be preferable, but some hands-on understanding of the developing world through business experience of non-profit work is required.
- Knowledge and experience in operations of international and non-governmental organizations (NGO) are desirable.

Interested in applying? Email your resume and cover letter to office@halftimetalent.com