

PASSPORT



United States
of America



OPPORTUNITY INVITATION

Director of Development

Africa and the Middle East Division



Young Life is a world-class organization for adolescents. Young Life staff and volunteers enter the world of kids and teens, focusing on what matters to them - fun, adventure, friendship, and a sense of significance. In doing so, they learn about the good news of Jesus and His love for them. Kids' lives are dramatically impacted when caring adults come alongside them, and they begin to see that their lives have great worth, meaning, and purpose.

Young Life's **mission** is to introduce adolescents to **Jesus Christ** and help them **grow** in their **faith**.

Young Life doesn't start with a program. It starts with adults who are concerned enough about kids to go to them, on their turf and in their culture, building bridges of authentic friendship. These relationships don't happen overnight - they take time, patience, trust, and consistency.

Watch the video to learn more about the Young Life approach.





A common thread...

Though Young Life operates in a multi-cultural context, **GOD'S WORD** is always at the center of its ministry efforts. Regardless of their location in the world, Young Life staff and volunteers further the Young Life mission by doing these things:

- ❖ **Praying** for young people
- ❖ **Going** where kids are and building personal relationships with them
- ❖ **Earning** the right to share the Good News of Jesus Christ
- ❖ **Providing** fun, adventurous, life-changing and skill-building experiences
- ❖ **Inviting** kids to personally respond to the Good News and walking in friendship with them, regardless of their response
- ❖ **Preparing** kids for a life-long relationship with Christ and a love for His word, His mission, and the local church
- ❖ **Working** in community alongside like-minded adults serving as Young Life volunteer leaders, committee members, donors, and staff

Young Life's Largest Division

Africa and the Middle East

Young Life believes every child and young person deserves to hear about a God who loves them. That's why, in the past decade, they have expanded their programs to reach adolescents at every stage, from middle schoolers and high schoolers to military kids, college students, kids with special needs, and others. Young Life has pursued these initiatives across racial, ethnic, country, and cultural boundaries. They began reaching out to kids

in the US in 1941 and have since expanded to more than 90 countries. Today, the Ministry is active in places like Abidjan, Cote D'Ivoire; Bangalore, India; Yerevan, Armenia; and Osaka, Japan. Young Life's primary global platform, though, is its **Africa**



and Middle East Division. More than 1.1 million teens are currently being reached by Young Life leaders in this part of the world where over 75% of the population is under the age of 25. The opportunity for impact there – and the need for talented, strategic leadership – cannot be understated. In the past five years, Young Life Africa/Middle East has been an innovation leader, and this momentum is expected to continue. Young Life's goals for 2022 are to implement 25 sports ministries, 5 refugee/IDP camp pilot ministries, and 5 youth prison pilot ministries. From 2017-2018, Young Life increased the number of sports ministries in this Division from 6 to 9, increased refugee/IDP camp pilot ministries from 3 to 4, and sustained 4 youth prison ministries.





Young Life is currently seeking a Director of Development to lead all development operations for the Ministry's Africa and Middle East Division. The Director of Development's primary aim is to support Young Life's mission through providing expert leadership and oversight in the areas of Major Donor Care, Sustaining Gifts, Sponsorship Programs, Regional Team Initiatives, Grants, and Foundations.

The Director of Development is a newly created position and organizationally reports to the Vice President of International Development and Strategic Initiatives. Functionally, the Director of Development works directly with the Senior Vice President for the Africa/Middle East Division, who lives in Tanzania, and the Division's US-based team, including the Director of African/Middle East Operations. Both the Vice President of International Development and Strategic Initiatives and the Senior Vice President for the Africa/Middle East Division recognize that the relationship capital required to facilitate significant gifts from capable donors takes an investment of time through multiple encounters and cultivated trust. While the first and second year major gift goals for the Director of Development will be reasonable and achievable, the quality and intentionality of effort and the energy with which the new Director of Development dives into this role will pave the way for internal support and external response.

This new leader will oversee Young Life's FORWARD campaign for the Africa/Middle East Division, and manage a \$66M+ budget over the next five years. Additionally, the Director of Development will be responsible for working with team leaders to build out regional teams across Young Life's divisions, will work closely with, and use the services of, a growing travel capacity to lead vision trips, and will work to develop a high-capacity team of fundraising staff who will be fully empowered to support all fundraising efforts. Ideal candidates will demonstrate spiritual maturity through a daily walk with Jesus Christ and have a faith alignment with the beliefs held by Young Life.

MINISTRY AREAS AND RESPONSIBILITIES

Major Donor Care

- Develop major donor personal engagement, communication, and event strategies to care for the Division's existing donor base.
- Identify new potential major donor markets and promote relationships within that sector.
- Advise the Senior Vice President (SVP) on fundraising and major donor strategy in coordination with other leaders also working on major donor strategy.
- Assist President, SVP, Board members, field leadership, and volunteers in major donor initiatives and other related activities as needed.

Sustaining Gifts

- Work with the SVP to secure sustaining gifts in accordance with the needs defined in the Forward Forecast. These gifts are multi-year commitments to fund the Mission, provide financial runway for sponsorship programs, and provide venture capital. These gifts are currently defined as: **Continent Sponsorships** (\$500k+ per year); **Regional Block Sponsorships** (\$300k per year); **large sustaining gifts** with a minimum of \$300k over five years.
- Work with the SVP to organize, lead, and maintain communication with the Executive Campaign Committee (ECC), which convenes multiple times/year.
- Host "Road Show" events to present the Mission to friends and other supporters.

Sponsorship Programs

- Work with the Sponsorship Manager and Sponsorship Coordinator to continue to sustain and evolve the sponsorship programs (Country, Staff, and Camp).
- Provide oversight and direction to the Sponsorship Manager to ensure that annual sponsorship goals determined in the Forward Forecast are met.

Development Coordinator

- Closely monitor monthly sponsorship activity and help the Sponsorship Manager revise plans as needed.

Regional Team Initiatives

- Work with the Regional Team Development Directors to develop and execute initiatives to promote fundraising, support, and donor care at the Regional Team level.

Grants and Foundations

- Establish goals and strategies for various tiers of foundations as they pertain to research, grant writing, and performance reports.
- Monitor the quality of the Foundations Office's support of field needs as well as the internal Grant Office's products (research and proposals).

Other Essential Duties

- Recommend (to the SVP and Vice President of Development) strategic initiatives and methods to improve the effectiveness and efficiency of development work at all levels.
- Mentor Development personnel in the Division individually, calling them to think and act strategically and leverage their time and resources.
- Define and lead efforts to eventually raise a significant portion of our Development budget on the continent of Africa and in the Middle East.
- In conjunction with the Division Communications Team and Sponsorship Coordinator, expand and further develop the donor follow-up and thank-you process, including coordinating events and reaching out to individual contacts.
- Work with the Director of Operations to prepare, monitor, and review financial budgets and forecasts.

Training

- Establish and lead training at all levels in the Development Team.
- Actively participate in the recruiting and hiring of additional staff as needed.
- Participate as appropriate in mission-wide, divisional, regional, and development staff meetings.

Ongoing Responsibilities

- Participate in activities of the International Development staff; attend periodic group calls, three in-person meetings/year, and interface with the International Development Director.
- Organize, invite, and lead donor vision trips to divisional venues for the purpose of inviting attendees to become sponsors and supporters.

PERSONAL CHARACTERISTICS

- Committed Christ-follower with the spiritual maturity to lead team members and actively support Young Life in fulfilling its mission.
- Loves Jesus, loves kids, and has a heart for the Nations, especially Africa and the Middle East.
- Unwavering personal and professional integrity; relationship skills that foster trust, teamwork, and excellence in all areas.
- Exhibits boldness to ask people to give in support of the Division and to partner with, and challenge, existing donors to deeper commitments.
- Excellent verbal/written communication and presentation skills; ability to deliver essential information in a clear and consumable manner.
- Bias for action and excellent problem-solving, analytical, and organizational skills.
- Ability to be both a self-starter and also work in, and foster, a productive, healthy, and spiritually mature and collaborative team.
- Personal history of generous giving - ability and willingness to model this important aspect of God's own character.
- Full alignment with the statements and policies required of all Young Life staff, including Young Life's policy of confidentiality and Statement of Faith.

EXPERIENCE AND QUALIFICATIONS

- Bachelor's degree required; Master's-level preparation preferred.
- Active membership in a local church.
- 5+ years senior leadership-level experience in advancement, major gifts, and donor development and/or marketplace background of transferable skills such as relational executive business development, investment banking/finance, major account leadership, private equity, or similar roles in uniting significant resources and innovative ideas.
- A deep personal passion for the Director of Development work.
- Keen facilitator and builder of relationships.
- Ability to travel as required, both nationally and internationally.
- Field experience with Young Life preferred.

For more information or to apply for this position, please contact:

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