

Opportunity Profile: Vice President of Donor Engagement

Partners International Canada

Partners International Canada is a world leader in best-practice Christian mission through high impact locally-led partnerships in the world's most strategic regions where people have little or no access to the gospel.

- We work in the places where it's risky or illegal to be a Christian and where persecution is real.
- We do mission differently leading to compelling outcomes.
- We demonstrate superior impact through our local leader approach.
- We strategically target regions and people groups where there is no sustainable church.

Mission:

Partnering with local leaders in challenging places worldwide to build the church and transform communities in the name of Jesus.

Vision:

To transform the least reached areas of the world through the holistic power of the gospel.

Our Four Distinctives

- Local leaders: (Multiply your Impact)
Every partnership is designed to accelerate the vision of local-led ministries. Our leaders speak the language, know the culture and serve in their own or nearby communities.
- Risk-Taking and innovation: (Extend Your Reach)
We choose to work in the MOST challenging and least reached places on our planet where persecution is often the norm. We seek to discover innovative approaches in evangelism, church-planting and disciple-making.
- Holistic Action: (Minister to the whole person)
Healthy local churches provide tangible spiritual, emotional and physical assistance to meet the unique needs of their communities.
- Extraordinary Partnerships (Build the Global church)
We foster extraordinary relationships between the Canadian church and Christians in challenging places to release financial, relational, knowledge and spiritual capital to build the church world-wide

Executive Summary:

Partners International Canada is seeking a relational, servant leader and donor engagement professional to join our team as Vice President of Donor Engagement.

The ideal candidate has a strong and dynamic relationship with Jesus as personal Lord and Saviour and lives a life of integrity and faithful followership. They are strongly motivated to engage in effective kingdom work, possessing both strategic vision and tactical abilities in dealing with the details of job execution. They are experienced and skilled in team leadership.

The VP of Donor Engagement is an integral member of the leadership team and reports to the President. This role is pivotal in the acquisition, cultivation, nurturing and engagement of donors or prospects to achieve our mission and ministry objectives.

The VP of Donor Engagement is our collaborative leader in the strategy, planning and stewardship of all aspects of donor engagement to realize the annual funding targets established by our leadership team. Our current three-year goal (by June 2026) is to grow to \$5M in annual revenue (currently approx. \$4.5M) and to reach \$6M by 2030.

The VP of Donor Engagement collaborates with other departmental leads to create an integrated fundraising strategy. Engaging with the International Operations team to develop projects, proposals and funding strategies to resource our international ministry partners. Engaging with the Communications and Marketing team to create effective resources and consistent reporting for potential and existing donors across all segments

The VP of Donor Engagement is also responsible for team leadership and contribution towards a flourishing staff culture. Direct reports include Donor Representatives and our Donor Engagement Coordinator ensuring alignment and synergy in our fundraising success and culture.

Core Competencies:

- Strategic Planning and Revenue Growth
- Major Donor Acquisition and Management
- Lead Generation and Donor Acquisition
- Senior Leadership Team Collaboration
- Team Leadership and Development
- Major Donor Relationship Building and External Engagement
- Foundation and Business Relations
- Church Relations
- Planned Giving Programs
- Donor Data Analysis and Reporting (Lead to Quote, CRM, Forecasting Ownership)

Responsibilities:

Strategic Planning and Revenue Growth

- Developing a multi-year strategy to grow the financial base of the mission and achieve annual revenue targets (\$5M by June 2026) in alignment with the strategic plan.
- Lead the work, collaborate with the President to reach annual revenue targets, and set performance plans for self, and members of the donor engagement team.

Major Donor Acquisition and Management

- Drive activities and strategies towards new major donor acquisition.
- Manage and grow a portfolio of donors (individuals, churches, businesses and foundations) capable of contributing \$2,500-\$500,000 annually.
- Participate directly in prospecting, cultivating, soliciting and stewarding donor gifts.
- Build and lead a Planned and Estate Giving Program including legacy gifts, gifts of stocks, creating donor advised funds, tax mitigation strategies, annuities, etc. to enact a sustainable model with measurable results and year-over-year improvements.
- Identify and maximize grant opportunities and build relationships with foundations.

Data Management and Analysis

- Create reports and analyze donor data and own the CRM/ERP (NetSuite) donor data, lead to quote, etc.
- Identify and monitor metrics to ensure effective contact with donors.

Relationship Building and External Engagement

- Set up meetings and introduce the President and VP of International Operations with potential major donors, particularly churches, business leaders, and foundations.
- Lead in the creation of seminars and workshops that can be utilized by church groups such as small groups, seniors groups, short-term mission teams, etc.
- Experience in consulting with groups of volunteers or church staff in the creation or revision of Mission Committee policies, procedures and practices.
- Regularly speak to churches, community groups, retirement homes, etc.
- Lead donor visits to international partner ministries and expose existing and prospective donors to mission opportunities.
- Plan and conduct special fundraising events or house parties to support ministry objectives and further engage donors with our mission.

Collaborate with Internal Teams

- Partner with the VP of International Operations to understand international ministry partner budgets, projects and programmes, and develop proposals, and reporting processes to inspire, encourage and educate donors.
- Develop department budget in collaboration with the VP of Finance; oversee and manage approved budgets appropriately including timely and accurate review and reporting of results and variance reports.
- Demonstrate pursuit of operational excellence, being proactive in making enhancements and/or identifying/preventing risks or potential problems.

Team Leadership and Development

- Facilitate a department culture that cultivates consistent relationships with existing donors toward retention and further support of the ministry.
- Team Leadership including interviewing, hiring, training and developing plans for staff; planning, assigning and directing work; setting goals with team members and encouraging them while holding them accountable to reach their individual goals and contribute to team success.

Requirements of the role:

- Strong Christian beliefs and practice, including local church membership.
- Agreement to uphold the lifestyle and code of conduct statement.
- A heart for global missions and a desire to see our world changed through the person of Jesus Christ.
- Demonstrated experience working for or with Christian non-profits, mission organizations or churches. International experience is preferred.
- Extensive fundraising experience which should include the solicitation of major gifts from businesses and individual donors, churches, as well as private and community foundations.
- Experience and proven ability to create powerful and compelling written and oral communications that effectively convey key concepts, ideas and information to a variety of audiences including executive management, boards of directors and granting agencies.
- Experience/skill in communicating in church settings (preaching, teaching, seminars, etc.)
- CFRE designation is preferred.
- Senior-level management experience with a proven record of success including progressive responsibility and talent development.
- Demonstrated experience in managing, coaching and inspiring direct reports.
- Demonstrated experience in proposals, grant writing and donor reporting.
- Strong organizational skills, project management background and deadline driven work ethic.
- Strong financial acumen
- Ability to access, analyze and discern data (via NetSuite ERP, Excel and donor databases)
- Experience working with CRM platforms such as Raiser's Edge, Virtuous (and preference for those with NetSuite experience).
- Confident and dynamic personality
- Budget-management skills and proficiency
- Willingness and ability to travel locally, nationally and internationally for weeks at a time.
- Willingness to work weekends and evenings.
- Ability to work and lead in a distributed/virtual/hybrid environment.

We are a hybrid workplace, with most employees working 1-3 days per week from our office in Brampton ON, but we would consider a candidate living in a variety of places within Canada.

Our Workplace Practices:

<p>We Win Together</p> <ul style="list-style-type: none"> • We foster teamwork and SHARE the win • We DEVELOP ourselves and others and value ongoing growth • We each take RESPONSIBILITY to solve shared problems • We CELEBRATE (and mourn) together • We foster EXTRAORDINARY PARTNERSHIPS with donors and the field. 	<p>We Communicate Effectively</p> <ul style="list-style-type: none"> • We passionately communicate GOD'S WORK to Canadian donors • We build strong relationships through CONSTANT communication • We INSPIRE and MOTIVATE each other, our donors, and partners • We value CANDOR and TRANSPARENCY (speed of trust) • We communicate with <u>cultural intelligence, humility, and a listening perspective</u>
<p>We Deliver Awesome</p> <ul style="list-style-type: none"> • We are EXTERNALLY focused and deliver excellent service to our donors and partners • We demonstrate EXPERTISE in our specific roles and in our industry as a whole • We can be TRUSTED to deliver exceptional results • We go the extra mile and take INITIATIVE in our own work and in the service of others • We value INNOVATION, creativity and out of the box thinking 	<p>We Do the Right Thing</p> <ul style="list-style-type: none"> • We STEWARD every gift carefully (stewardship) • We do what's RIGHT even when it's HARD/painful (integrity) • We Always act for the GREATER GOOD, not our own self-interest (selflessness) • We PROTECT the weak and give voice to the voiceless (courage) • We value TRUTH over reputation, and REPUTATION over revenue. (priorities)
<p>We Act Decisively</p> <ul style="list-style-type: none"> • We SEEK God's wisdom and act on HIS commands • VELOCITY of decision making is equally important to quality in decision making • We FAIL-FAST, value the learning and reposition towards success (with grace) • We know that NOT making a decision is a decision • We corporately SUPPORT decisions after they have been made (until the conversation is open again). 	

Our Statement of Faith can be found here (WEA Statement of Faith):

<https://worlddea.org/en/who-we-are/statement-of-faith/>

We are a Christian mission in the evangelical tradition with a focus on gospel proclamation and integral mission. All of our staff members are encouraged to sign a lifestyle and code of conduct statement and to be donors of our mission. Senior leaders are required to do so.

Our staff gathers weekly for a one hour "chapel" event during which we pray together, study the Bible and learn about and are inspired by our mission. This event includes interaction with our international partners, donors and the Canadian

Church. We live out our faith in Jesus through our work, our relationships and our passion to see our world transformed in the name of Jesus.

Because we are a donor-facing ministry, there are professional expectations for all staff regarding dress, language and social media usage.

We are a cross-cultural, global mission that interacts with people of many different backgrounds, languages and cultures. "Cultural Intelligence" is nurtured and expected alongside emotional and intellectual intelligence amongst our staff members.

Our Values:

- **Jesus Changes Lives**
- **We are on Mission with God**
- **Every Person has Dignity and Worth**
- **Partnering is God's ideal**
- **Bold Leaders Make a Difference**
- **Integrity Matters**
- **We are to Bring Our Best**