

JOB TITLE: Director of Development
REPORTS TO: Chief Business Officer
DEPT: Development

STATUS: REG/SALARIED/EXEMPT
SCHEDULE: M-F, Typically 40+ hrs./week
REVISED: 04/22/2025

Winston-Salem Rescue Mission (WSRM) is helping our hurting neighbors find hope and healing through the transforming gospel of Jesus Christ. WSRM considers every position one of ministry and a vital and valued part of our staff. Therefore, it is essential that all employees of WSRM have a personal relationship with Jesus Christ and subscribe to our Mission, Core Values, and Statement of Faith.

SUMMARY OF POSITION:

Company Overview

Winston-Salem Rescue Mission is dedicated to serving the needs of the hurting in the Triad area while sharing the gospel of Jesus Christ. We view every role within our organization as a ministry, emphasizing the importance of personal faith in alignment with our Mission, Core Values, and Statement of Faith.

Summary

We are seeking a passionate Development Director to join our team at Winston-Salem Rescue Mission. In this role, you will lead our fundraising efforts and develop strategic initiatives to enhance our outreach and support services. Your contributions will directly impact our mission to serve those in need while glorifying God in all we do.

Responsibilities

- Develop and implement comprehensive fundraising strategies to meet organizational goals.
- Cultivate and maintain relationships with donors, community partners, and stakeholders.
- Oversee budgeting processes related to development activities and ensure financial accountability.
- Lead grant writing efforts and manage grant reporting requirements.
- Coordinate fundraising events and campaigns to engage the community.
- Utilize Salesforce for tracking donor interactions and managing relationships effectively.
- Collaborate with staff to align development efforts with organizational mission and values.
- Oversee and update Major needs list and coordinate with the Leadership team towards meeting organizational needs and providing opportunities to donors.

Requirements

- Proven experience in nonprofit management or development roles.
- Strong budgeting skills with an understanding of financial management principles.
- Excellent relationship management skills with a focus on donor engagement.
- Ability to negotiate effectively and advocate for organizational needs.
- Familiarity with Salesforce or similar CRM systems is preferred.
- Experience in strategic planning and execution of fundraising initiatives.

If you are called to make a difference in the lives of others through your leadership in development, we invite you to apply for the Development Director position at Winston-Salem Rescue Mission today!

EDUCATION/EXPERIENCE:

- Four-year college degree from an accredited university in Non-Profit Management, Business Management, Sales & Marketing, or a related field; Master's degree preferred.
- 5 years minimum experience in nonprofit development required; faith based preferred
- 3 years minimum experience in public relations/marketing required.
- 5 years minimum previous management/supervision experience required.
- 3 years minimum experience with donation processing software and wealth engines required; Salesforce preferred.
- Certified Fund-Raising Executive (CFRE) certification preferred
- Proven large scale sales & marketing experience a plus

- Ideal candidate will be experienced in:
 - Implementing new and current events that will be successful in reaching fundraising objectives
 - successfully working with and maintaining a significant donor base of \$3 million+ in annual donations; ability to motivate donors to incrementally or periodically increase their giving
 - successfully managing Major Capital Campaigns
 - grant acquisition; grant tracking and reporting
 - increasing sustainable funding across multiple source types

SKILLS & QUALIFICATIONS:

- Christian with a ministry mindset, utilizing the skills, training and experience God has provided.
- Ability to successfully ask for financial contributions, in-kind support, and services on behalf of the ministry.
- Strong leadership, organizational, managerial, delegation, and team building skills.
- Clear understanding of all aspects of nonprofit management.
- Strong sense of integrity and confidentiality.
- Strong written, verbal and non-verbal communication skills; excellent public speaking, program facilitation, and media skills.
- Strong computer skills including Microsoft Office and Google products.
- Strong working knowledge and in-depth understanding of data entry, data analysis, database management, wealth engines, and donor management systems.
- Established media relationships and media training skills.
- Strong people and relationship building and maintenance skills.
- Strong attention to detail, time management, decision making, and strategic planning skills.

WORKING CONDITIONS/PHYSICAL FACTORS:

The work is typically performed in an office environment while sitting, standing, or stooping. The employee occasionally lifts light and heavy objects, weighing up to 25 pounds, and uses equipment requiring a high degree of dexterity.

EQUIPMENT/TOOLS USED:

- Computer (Salesforce Database, Excel, Word, Power Point, etc.)
- Copier/Scanner/Printer

Employee Signature

Date