

CAREER OPPORTUNITY



Are you interested in a challenging, meaningful, growth-oriented career opportunity?

Family Policy Alliance considers every position one of ministry and a valued part of our team. Therefore, it is essential that all team members: 1) have a personal relationship with Jesus Christ; 2) fully affirm our [Statement of Faith and Foundational Beliefs](#); and 3) share our **Core Values** of being *Christ-centered, Team-focused & Self-sacrificial, Innovative, Committed to Excellence, a Joyful Warrior and Self-starter*, and having *Passion for our Mission*, which is advancing biblical values through civic engagement – for our **Vision** of a nation where God is honored, religious freedom flourishes, families thrive and life is cherished.

Family Policy Alliance (FPA) is seeking candidates for the full-time position of **Development Specialist**. The primary responsibilities are building and deepening relationships with Mid-Low, Mid-High, and Major ministry partners through telephone, e-mail, social media, snail mail, and, as needed, personal visits, for the purpose of connecting ministry partners' passions with the ministry's funding needs. This role engages ministry partners to express gratitude for their financial support, sustain and grow giving levels, and solicit special gifts aligned with organizational priorities. Additionally, this team member nurtures prospects and new ministry partners, contributes to marketing activities, and secures sponsorships that support the ministry's events and programs.

Position Specifics:

- A mature Christian faith and comfort working with those holding non-Christian faith beliefs or secular beliefs and upholding the second greatest commandment, "Thou shall love they neighbor as thyself."
- **Responsibilities:**
 - Develops (with leadership) and executes customized plans for relationship building for each assigned current, prospective and lapsed account, including thank you's, increasing giving levels, and soliciting sponsorships. Maintains accurate records of ministry partners in the organization's database on an ongoing basis.
 - Raises funds according to the following minimum annual goals:
 - Year One: Minimally equal to own salary & benefits.
 - Year Three: Minimally equal to 3x own salary & benefits.
 - Years Five and Beyond: Minimally equal to 5x own salary & benefits, and growing year over year in determination with leadership as relationships grow.
 - Looks for opportunities to expand relationships by seeking the ministry partner's involvement in events, introductions to others, hosting home events, sponsoring tables, rallying others, volunteering time.
- **Education & Experience:** Desired: 3–5 years of experience in donor relations, fundraising, or nonprofit development, with a strong emphasis on cultivating mid-level to major donors. Experience executing digital giving campaigns and utilizing CRM tools to manage donor engagement and track giving performance.
- **Technology Skills:** Microsoft Office 365, Constituent Relationship Management platform
- **Working Hours & Environment:** Willingness to work hours that are conducive to the ministry partners. For example, it may be opportune to work early evenings to connect with people by phone, especially those in different time zones. Willingness to occasionally work nights or weekends in support of organizational events or presentations. This position may require occasional travel, such as for visiting ministry partners, attending events or ministry conferences.
- **Location:** Colorado Springs, Colorado, office preferably; but will accept candidates who can work remotely from a well-equipped home office
- **Salary Range:** Starting at \$63,000, commensurate with experience
- **Benefits:** Listed [here](#)

If you have the above qualifications, please submit your **resume** and a **cover letter** stating the reasons you would like to work for Family Policy Alliance to careers@familypolicyalliance.com. We will be back in touch with you soon if additional information is required. Thank you for your interest in serving with Family Policy Alliance.