



Uniting Christians to Shine Bright

WorkLight is a redefining of a ministry that has been positively impacting lives for over 35 years. Formerly known as Christians in Commerce, we are transforming the way we reach and support Christians in the workplace. This engagement-centered endeavor includes a new brand, enhanced content, additional media channels, on demand resources, and innovation toward younger and more diverse audiences.

Fundraising at WorkLight is more than dollars and donors. It is an act of our ministry's calling, an invitation to relationship with Christ through our mission, and an opportunity for the Holy Spirit to transform Christian lives. Our ambitious growth targets include 10x increase in our audience size and number of program participants over the next 5 years. Thousands of lives and souls will be transformed. With a loyal individual donor base sustaining operations for decades, we are positioned to diversify and expand income through major giving, institutional support, grants, planned gifts, earned revenue, and in-kind donations. We are seeking a **Director of Growth & Development** to spearhead development efforts and steward the resources meant to fuel this movement of the Holy Spirit.

Reporting structure

The **Director of Growth & Development** will report to the President, work closely with our Finance and Strategic Fundraising Committees, and directly manage a team of volunteers, consultants, part-time, and full-time staff as it relates to fundraising, income generation, and resource stewardship of this ministry.

Job Overview

The Director of Growth & Development will oversee prayerful, strategic, and operational advancement to align resources with growth of our call to equip Christians to be God's presence in the workplace.

Rooting in the mission and values is critical throughout our team, as we work to shape and implement innovations that enhance WorkLight's role in the marketplace as grass roots, real life, and practical.

The Director of Growth & Development is responsible for analysis, planning, execution, and evaluation of income generating activities. This role will be the expert, advisor, and connector to President, board, staff, and community regarding all earthly and spiritual matters of revenue generating and fundraising.

This role will function primarily through technology such as teleconference, telephone, and email. Desire to authentically connect with others in building a high functioning team and culture is critical. Flexibility will be required in the form of 5-10% travel, blended in-office and remote work, and adaptation to dynamic organizational strategy. Proximity to home office in Minnesota is highly preferable.

Compensation

\$60,000-70,000 annual salary

Competitive health benefits

Employer-supported retirement

Responsibilities and Duties

- Work with President and Committees to align fundraising and finance with strategy and governance.

- Develop and execute WorkLight’s annual fundraising plan in support of exponential year-on-year growth.
- Produce reports and facilitate strategic discussion on financial and fundraising resource stewardship
- Lead staff in use of data, analysis, outreach, and tracking through our established CRM with Bloomerang.
- Coordinate national and regional fundraising, shifting relationships and growth from chapters to Home Office.
- Diversify revenue from individual & major gifts into a sustainable multi-year stewardship of individual & major gifts, institutional support, grants, planned gifts, earned revenue, and in-kind donations.
- Build and operationalize a Christ-centered development culture and strategy around fundraising as an act of ministry, invitation to relationship, and opportunity for miracles.
- Provide fundraising authority and direction to board and supporters with extensive business experience.
- Oversee budgets, contracts, consultants, technology, interdepartmental coordination, and ongoing improvements to fundraising activities and financial reporting.
- Pursue relationship pathways to institutional funding opportunities and write/submit grant proposals.
- Research, track, pursue, and support opportunities for transformative gifts, campaigns, and opportunities.
- Leverage volunteer time and talent through networks of staff, board members, volunteers, partners, local leaders, chapter officers, and existing supporters.

Qualifications

- Strong, well-formed Christian faith and a foundational knowledge of the theology of work.
- Growth mindset and lifelong learner. Desire to develop strategy and solutions in the face of ambiguity.
- Bachelor’s degree in business, non-profit administration, public relations, management, or related field.
- 5+ years of experience with fundraising and development leadership within a fast-growing environment.
- Strong leader with ability to manage internal and external remote teams effectively.
- Proficiency in Microsoft Office, Excel, Google Suite, campaign management, database and CRM systems.
- Demonstrated success in fund development, financial reporting, leadership, and growth.
- Eager to serve humbly, lead boldly, and connect authentically as part of a team living out the values of WorkLight.

To apply, please send resume and cover letter to careers@worklight.org

WorkLight is an equal opportunity employer and complies with all local, state and federal employment laws. We are committed to a diverse and inclusive workforce.