

**Position Opportunity**  
**Director of Development & Giving**  
**All Saints Church, Pasadena**

All Saints Church ([www.allsaints-pas.org](http://www.allsaints-pas.org)), a progressive and dynamic 4,000-member Episcopal church adjacent to the civic center of Pasadena, California, seeks an experienced development professional as Director of Development & Giving beginning in early summer 2019. All Saints has a long history of interfaith relationships and an ongoing commitment to local, national and global issues of peace and justice. It is a thriving faith community deeply rooted in a tradition of intellectual engagement and enrichment, and fully committed to offering a deeply fulfilling worship experience.

**Giving at All Saints Church**

All Saints' members are generous, with approximately 1,000 families and individuals pledging an average of \$3,500 per year in each of the past five years. In that same time period, total pledges have averaged \$3.3M in each year, representing approximately 75% of total income. (Other contributed income includes Special Gifts, Open Plate Offering, Special Offerings and grants.) Inflation-adjusted giving to All Saints has remained flat since 1995, and there is a strong commitment among All Saints' leadership significantly to increase pledged gifts. The annual giving campaign typically launches around October 1, continuing for 3-5 months depending on the pace of pledging, as the organizational budget is built around the total amount pledged for any given year.

All Saints is beginning to explore a paced capital improvement plan that potentially includes both new construction and addresses significant deferred maintenance. In the event a special fundraising effort is undertaken, the new Director of Development & Giving will be expected to create and implement a campaign plan that leads to success.

All Saints has an endowment of just over \$1 million, and growing it will be a priority in the next decade.

**Theology of Development & Giving**

People give to All Saints for many different reasons, and All Saints embraces that diversity of motivation. All Saints also has a history of being a catalyst for deep and thoughtful theological engagement. All Saints aspires to continue to be a center for reflective engagement both with our individual and corporate relationships with wealth and the broader economic system in which we function.

As such, in approaching the work of development and giving, and in partnership with the Rector and parish leadership, the Director of Development & Giving would help lead the congregation in more deeply

- approaching wealth scripturally and theologically;
- approaching development and giving through lenses of liberation and celebration;
- approaching budgets as aspirational theological documents; and
- engaging the wider Christian and interfaith communities in catalytic conversations about wealth, development, giving and economics and how they affect individual and congregational practice.

The San Gabriel Valley region in which All Saints is situated is increasingly younger and multicultural, so we seek someone who understands that different generations and cultures approach these issues differently and is energized by the opportunity to help with the process of translation and transition.

## The Position

The Director of Development & Giving reports to the Rector and fulfills a critical leadership position, creating and sustaining a culture of giving at All Saints, providing strategic direction, and managing all fund development efforts for All Saints Church. In order to stabilize and increase financial support within this faith community, s/he will articulate a case for support, grounded in a clear and compelling message that serves as the basis for much of All Saints' communication with its members and to the larger community. The Director will optimize the skills and talents of the congregation, striving to ensure that individuals with expertise and vision are involved in the fund development process. Working closely with the Rector, the Vestry (governing board), the Giving Committee and senior staff, s/he will shape and guide fulfillment of strategies for all fundraising and planned giving. More specifically, the Director is responsible for all aspects of the annual giving campaign, financial reporting and analysis, donor stewardship, Giving Office systems, and events related to donor acknowledgment and cultivation. S/he supervises Giving Office administrative staff, including a program level associate and an administrative assistant, and has Sunday responsibilities.

## Candidate Profile

The ideal candidate will be a visionary and highly motivated development professional who is strongly attracted to the mission, values and ministries of All Saints Church. S/he will have experience in, or have a deep understanding of, fundraising within a faith community. We seek an individual who understands and can speak about the theology of generosity, inspiring people to prioritize All Saints Church in their philanthropy. Excellent communication skills are critically important, as is the ability to work cross-culturally and collaboratively within a large staff. The Director of Development & Giving must be entrepreneurial, innovative, focused, and eagerly cultivate leadership and manage volunteers. S/he will be open and receptive to the needs and interests of All Saints' congregation, integrating him-/herself with the culture of the parish.

## Applications

**Being committed to an ongoing process of multiculturalism and equity of gender and sexual identity, we encourage applications from all people, including women, persons of color, and gay, lesbian, bisexual, trans and gender non-conforming persons. All Saints Church is an equal opportunity employer.**

If you are interested in this position, please submit a cover letter and your curriculum vitae to:

Christina Honchell, Parish Administrator  
All Saints Church  
132 North Euclid Avenue  
Pasadena, CA 91101

Email: [honchell@allsaints-pas.org](mailto:honchell@allsaints-pas.org)  
Word document or PDF format only

No phone calls, please. Submission deadline is March 20, 2019.