

Development Director

Posture Shift Ministries, Inc.

Location: Remote

Position Type: W-2 Employee (Full-Time)

About Posture Shift Ministries, Inc. (PSMI)

We are a Christian nonprofit equipping churches, ministry leaders, and families to faithfully honor God while compassionately caring for LGBT+ people. Through biblically grounded training and resources, PSMI helps cultivate safer churches and homes where individuals can experience belonging, care, and spiritual growth.

Our work focuses on:

- Enhancing inclusion in faith communities
 - Strengthening family relationships
 - Preventing harm and victimization
 - Nourishing faith development for LGBT+ individuals
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Position Overview

PSMI is seeking a Development Director who is passionate about advancing Christ-centered ministry through sustainable fundraising. This leader will design and lead a comprehensive, year-round development strategy that fuels our mission and expands our impact among churches and families worldwide.

This role is ideal for someone who combines proven fundraising expertise with a heart for relational ministry and theological alignment with our work.

Key Responsibilities

- Develop and execute a strategic, faith-aligned fundraising plan
- Cultivate and steward relationships with donors, major givers, and ministry partners
- Oversee fundraising campaigns, including annual and year-end giving
- Implement strategies for conversion of customers to donors
- Communicate mission impact through compelling, values-driven storytelling
- Track and report fundraising performance to leadership
- Identify and build partnerships with churches, networks, and aligned organizations

Qualifications

- Minimum 7 years experience in nonprofit fundraising
- Proven success in achieving nonprofit funding objectives
- Alignment with Christian faith and comfort working within our ministry context
- Excellent relationship-building and communication skills
- Experience with donor management systems (CRM)

Preferred Experience

- Background in church, parachurch, or Christian nonprofit settings
- Familiarity with ministry fundraising and donor cultivation
- Understanding of culturally sensitive, pastoral approaches to complex topics
- Familiarity with grant writing and grant award management

Compensation

Competitive W-2 salary commensurate with experience along with key full-time employee benefits including: 401(K) matching up to 10% of salary; generous Holiday/PTO plan; and flexible four-day work week and work hours. Our team is remote so no relocation is necessary.

To Apply

Please submit:

- Resume
 - Cover letter describing your experience and examples of fundraising success
 - Optional: Share about your faith journey
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