

Job Description

Job Title: Director of Development	Staff (approx): 1-2	Exempt: X Nonexempt:
Department: Development	Responsible for an Operating Budget of: \$ TBD	Financial Impact/Dollars Influenced: \$ 400K - \$1M
Reports to: Executive Director	Date Prepared: October 2025	
<p><u>Position Summary/Essential Duties:</u></p> <p>True Freedom Ministries is an evangelical, non-profit organization dedicated to reaching people locked in jails and prisons, the homeless, and those trapped in addiction across Ohio with the message of the true freedom found only in Jesus Christ.</p> <p>The Director of Development is responsible for the strategies, engagement, cultivation and solicitation of potential donors to support the mission of True Freedom Ministries. The focus of their fundraising efforts is securing gifts from individuals, corporations, government agencies and foundations at the special giving (\$10,000+), major gift (\$100,000+) and principal gift (\$1,000,000+) levels.</p> <p>Responsibilities include:</p> <ul style="list-style-type: none">• Serve as the primary lead for all fundraising strategies and supervise related staff• Recruit, hire, train and retain staff for assigned fund development positions• Engage the Staff and Volunteer Leaders (Board) in support of the mission and vision of True Freedom Ministries• Develop and execute annual, special, major and principal gift fundraising strategies in alignment with the priorities of True Freedom Ministries to maximize philanthropic results• Identify, engage, cultivate and solicit prospective donors to True Freedom Ministries• Appropriately steward donors in alignment with policies & protocols• Meet or exceed annual visitation, solicitation and attainment goals as defined by True Freedom Ministries• Actively participate in and manage fundraising activities• Ensure effective, strategic cultivation and solicitation of prospects by assigned staff• Develop and lead special fundraising/outreach projects as approved by leadership		
<p><u>Education/Expertise:</u></p> <p>Bachelor’s degree required. Advanced degree preferred.</p> <p><u>Salary and Benefits:</u></p> <p>Competitive salary depending on experience</p> <p>Full Medical, dental, vision, and retirement Benefits</p>	<p><u>Experience & Knowledge:</u></p> <p>Eight to ten years of demonstrated consistent closing of six and seven figure gifts with related experience managing staff and relationships that produce measurable results. Must have prolific results in meeting/exceeding established goals.</p> <p><u>Special Skills & Equipment Knowledge:</u></p> <p>Ability and energy to build new fund-raising programs. Ability to lead through collaboration/alignment of key stakeholders. Strong team/partnership skills required. Ability to manage a portfolio of high-level prospects with a high degree of results. Proficient in Microsoft Office.</p>	