



Evangelical Lutheran Church in America
8765 West Higgins Road, Chicago, IL 60631
www.elca.org

The Evangelical Lutheran Church in America (ELCA) seeks an experienced development professional to serve as its next **Director for Congregational Support**. This position is **located at the ELCA churchwide organization in Chicago, IL**.

As **part of the Mission Funding team**, the **Director for Congregational Support** is responsible for directing churchwide development efforts that provide designated support for ELCA congregations. The Director for Congregational Support will be responsible for creating awareness and identifying, cultivating, soliciting and securing new and ongoing financial support for three critical ministry areas:

- **New and Renewing Congregations**
(starting new congregations and renewing and equipping congregations in transition),
- **Youth & Young Adult Leadership**
(expanding ministries, supporting our youth, and cultivating young, diverse leaders), and
- **Disability Ministries**
(creating inclusive, whole communities of faith with resources welcoming all of God's people).

This includes recruiting and managing development volunteer leadership, coordinating with Strategic Communications staff to plan initiatives, collaborating with deployed gift planners and partnering with programmatic colleagues.

Some travel required (approximately 65%).

Applications (resume and cover letter) and inquiries about the position may be directed, in confidence, to Gaye Lindfors of Significant Solutions, Inc., the consultant assisting with this search (651-490-9550). Electronic submissions are strongly preferred and should be sent to Gaye@SignificantSolutionsInc.com.

THE ELCA at a Glance

The ELCA is one church with three expressions – a churchwide organization in Chicago, 65 synods throughout the country, and a network of nearly 10,000 congregations. The three interdependent parts work together to form the ELCA.

The ELCA is an engaged, active body of people who put faith in God into action -- in millions of ways, all over the world. “God’s work. Our hands.”

We are a church that believes God is calling us into the world together.

We are a church that rolls up our sleeves and gets to work.

We are a church that is a catalyst, a convener, and a bridge builder.

We are a church that believes Jesus is God’s “Yes” to us. Our lives can be a “Yes” to others.

We are a church that belongs to Christ. There is a place for you here.

The organization encompasses three offices and three churchwide units: the Congregational and Synodical Mission, Global Mission, and Mission Advancement:

- **Congregational and Synodical Mission Unit:** The Congregational and Synodical Mission unit fosters and facilitates the work of synods, congregations and partners in making congregations vital centers for mission and in creating coalitions and networks to promote justice and peace.
- **Global Mission Unit:** The Global Mission provides integrated support of this church’s work in other countries and is the means through which churches in other countries engage in mission to this church and society.
- **Mission Advancement Unit:** The Mission Advancement unit is responsible for coordinating the church’s communication, marketing, public relations, mission funding, major gifts, planned gifts and constituent services and data management. It also oversees the work of *the Lutheran* magazine and the Endowment Fund of the ELCA.

The churchwide organization has a staff of approximately 300 people. It also has separately incorporated ministries such as Augsburg Fortress Publishers, Portico Benefit Services, Lutheran Men in Mission, the Mission Investment Fund of the ELCA and Women of the ELCA.

Mission Advancement / Mission Funding

The Mission Funding team supports synods and congregations of the ELCA in fund-raising initiatives for synodical and churchwide ministries, and supports the education and constituent engagement function of ELCA World Hunger.

The eight key areas that the **Mission Funding** efforts support include:

- **ELCA New & Renewing Congregations**
- ELCA Fund for Leaders
- ELCA Global Church
- ELCA Malaria Campaign
- ELCA Vision for Mission
- ELCA World Hunger
- Lutheran Disaster Response
- Mission Support

Director for Congregational Support Position Responsibilities

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This includes recruiting and managing development volunteer leadership, coordinating with Strategic Communications staff to plan initiatives, collaborating with deployed gift planners and partnering with programmatic colleagues.

This position plays a significant role in the ELCA's first-ever comprehensive campaign. *Always Being Made New: The Campaign for the ELCA* is the opportunity to invest in the future of this church, deepen relationships, and expand ministry opportunities that serve our neighbors and communities in the United States and around the world.

During the ELCA Campaign, the Director for Congregational Support will be the primary fund raiser for the three areas mentioned above. **At the end of the Campaign in 2019, this position will be responsible for only New and Renewing Congregations fund raising initiatives.**

- **New and Renewing Congregations**
Through the **ELCA New Congregations** initiatives, innovative models are employed for starting new congregations: reaching out in areas experiencing rapid population growth, connecting to changing communities, and engaging diverse socio-economic groups, ethnic and multicultural communities, as well as emerging young populations

The aim of **renewing congregations** is to create communities of faith that are growing, vibrant and diverse, with more worshipers supporting and engaged in God’s mission — locally and globally. Support and assistance is provided to synods as they equip congregations. This includes: transformational ministry training, the Natural Church Development process, the coaching process, ministry adjustments, mergers, consolidations, relocations, as well as synodical intervention and administration.

- **Youth & Young Adult Leadership**

Through *Always Being Made New: The Campaign for the ELCA*, the opportunity exists to expand ministries with **youth and young adults** to engage a population seeking authentic community and opportunities to serve their neighbors. Through this expansion, we will cultivate young leaders, lift up the importance of diversity and inclusion and build a robust network of support for youth and young adults in our church.

- **Disability Ministries**

Through *Always Being Made New: The Campaign for the ELCA*, the opportunity exists to expand ministries with **people living with disabilities** to become an inclusive, whole community of faith by connecting and equipping members and congregations with the resources necessary to welcome all of God’s people.

PRINCIPAL ACCOUNTABILITIES

1. Works actively to identify, define and acquire funding resources, build new donor relationships and maintain current donor relationships.
2. Develops the fundraising strategy and oversees the design and implementation of related communication and marketing plans to bring awareness of New and Renewing Congregations, Youth & Young Adult Leadership and Disability Ministries to ELCA constituency both locally and nationally.
3. Supervises and coordinates work of the staff to carry out the approved strategies, goals and objectives for New and Renewing Congregations, Youth & Young Adult Leadership and Disability Ministries.
4. Coordinates/Collaborates with Congregational and Synodical Mission to carry out the approved strategies, goals and objectives for New and Renewing Congregations, Youth & Young Adult Leadership and Disability Ministries.
5. Assists in coordination of planned gift requests by ELCA Foundation staff at the Lutheran Center and field staff throughout the church.
6. Together with the director for mission funding, develops short and long-range plans and performance goals.
7. Works with the Campaign Team to plan strategies for meeting the Goals of the Campaign for the ELCA.
8. Participates and contributes positively to the Mission Funding Team and Mission Advancement unit. Perform other duties as required.

QUALIFICATIONS

1. 5-7 years of experience in Fundraising, Major Gift Development, Annual Giving, Capital Campaigns or an equivalent combination of training and experience.
2. Demonstrated ability to meet people with ease and to build effective relationships and alliances with diverse groups and individuals.
3. Work effectively within the financial resources allocated.
4. Excellent written and spoken communication skills, including demonstrated ability to communicate with tact, diplomacy or authority as necessary.
5. Excellent organizational skills, well disciplined, able to meet deadlines, self-starter, able to work under pressure of many priorities and deadlines.
6. Understanding of and commitment to the vision, spirit and mission of the ELCA; in-depth knowledge of local and national implications of ELCA ministry; membership in an ELCA congregation preferred.

Required Education or Certifications

- BS or BA from an accredited institution
- Certified Fund Raising Executive preferred

PHYSICAL REQUIREMENTS

Travel: Occasional travel (65% travel time) to meet with synod bishops, congregations, and donors.

PHYSICAL DEMANDS

While performing the duties of this job, the employee is regularly required to talk and hear, use hands and fingers to operate a computer and telephone. This position requires sitting for long periods of time. Reasonable accommodations can be made to enable individuals with disabilities to perform the essential functions.

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