



**At Nebraska Lutheran Outdoor Ministries,
our campers, retreat guests, staff, and volunteers experience:
Gracious People, Sacred Places, Significant Experiences**

We are looking for a **Director of Development** who will lead our fundraising activities.

Nebraska Lutheran Outdoor Ministries (NLOM) is an amazing outdoor ministry that serves youth and adults. We love sharing our story – from our early beginnings, through our growth and expansion, and through the lives of our campers and guests. Please take a few minutes to review the short NLOM summary that follows these position details. You can learn more about our ministry at www.nlom.org.

Position Summary

This **full-time, year-round Director of Development** is responsible for the planning, organizing, directing and leading of NLOM's fundraising activities. This includes major gifts, annual fund, planned giving, special events and capital campaign programs. The Director of Development works closely with the Executive Director and the NLOM Board in all development and fundraising endeavors. This senior leader works to ensure that the mission, goals, accomplishments and opportunities that lie before Nebraska Lutheran Outdoor Ministries are interpreted to individuals, groups and organizations, and that they are invited to make charitable contributions that further the ministry of NLOM.

Summary of the Director of Development Responsibilities

1. First, be a donor to NLOM
2. Lead a team that interprets the life-changing work of NLOM to a wide variety of audiences
3. Design and manage effective systems to prospect for new donors
4. Direct and ensure the consistent growth of NLOM's major gift and annual fund initiatives
5. Direct all capital campaigns
6. Direct programs that will ensure the consistent growth of NLOM's planned giving programs
7. Manage the work of the Development Department staff and design metrics that will measure their efforts

8. Train Development staff and ensure that they have continuing education opportunities that will make them more effective in their work
9. Oversee the work of NLOM's contracted grant proposal writer
10. Meet with donors and prospects regularly to ensure maximum engagement with them
11. Understand and teach Development staff the tax-wise giving options available to donors
12. Ensure that all donor records are current and accurate
13. Attend meetings of the Board of Directors and meetings of NLOM's senior management team
14. Work congenially with other NLOM staff members
15. Report progress regularly to the Executive Director
16. Other duties as assigned by the Executive Director

Qualifications and Experience

- Passion for the mission of NLOM, especially the faith formation of children
- A minimum of three years of successful direct major gifts fundraising experience required; Certified Fund Raising Executive (CFRE) accreditation encouraged
- A commitment to personal faith formation, including active membership in a congregation (ELCA preferred) and a working knowledge of the ELCA teachings and structure
- Adherence to ethical development practices; abide by the ALDE "Code of Ethical Principles and Practices"
- Maintain the confidentiality of sensitive information

Other Required Skills

- Strong relationship building skills
- Strong interpersonal and writing skills
- Strong organizational skills
- Strong leadership and management skills
- Ability to motivate and positively excite staff, volunteers and donors
- Ability to demonstrate initiative and be a self-starter
- Ability to be a team player
- Thorough knowledge of fundraising techniques
- Ability to develop and conduct presentations, including preaching in congregations
- Ability to work with minimal supervision
- Ability to maintain a budget

- Ability to work effectively with a wide range of constituencies
- Strong working knowledge of office software (Microsoft Word & Excel)
- Strong working knowledge of fund raising software programs (NLOM uses Results Plus)
- Enthusiasm and passion for the work of NLOM
- Comfortable with a variety of working hours (days, evenings, weekends)
- Comfortable with overnight travel
- Valid driver's license and good driving record

Application Process

A **resume and cover letter** may be directed, in confidence, to Gaye Lindfors of Significant Solutions, the consultant assisting with this search (Gaye@SignificantSolutionsInc.com; 651-490-9550).

About Nebraska Lutheran Outdoor Ministries

The Mission of Nebraska Lutheran Outdoor Ministries

We are called by God to be a Christ-centered, Spirit-powered ministry:
to equip, teach and excite people for discipleship through camp experiences,
to provide our conference and retreat guests with places set apart and serve with sacred hospitality
to nurture leadership for service in the church and world.

We welcome all people and we do not tolerate behavior that discriminates based upon race, religion, color, creed, gender, gender identity, sexual orientation, disability, national origin, age or ancestry.

Our Sites

Carol Joy Holling Camp, Conference & Retreat Center

Located on 317 acres of rolling hills outside of Ashland, NE, Carol Joy Holling Camp, Conference & Retreat Center serves more than 1600 campers in the summer months and more than 20,000 retreat guests annually.

Sullivan Hills Camp

With a full 640 acres to explore, campers and retreat guests at Sullivan Hills camp have a variety of activities and adventures at their fingertips. This beautiful site serves 150 campers and several thousand retreat guests annually. It is located 10 miles north of Lodgepole, NE.

Learn more about Nebraska Lutheran Outdoor Ministries at www.nlom.org.