



Position Title and Reporting

- Title: Development Director
- Organization: Youth for Christ Houston
- Status: Full-time, exempt; member of the Executive Leadership Team
- Reports to: Executive Director
- Salary Range: \$70,000 - \$75,000 + Benefits

Position summary

The Development Director provides strategic leadership for all development and fundraising efforts to sustain and grow YFC Houston's \$850,000 annual budget so that more lost youth across greater Houston can encounter Jesus and become lifelong followers of Christ. This leader designs and executes a comprehensive development strategy (major gifts, donor stewardship, grants, events, and campaigns) and serves as a chief storyteller who connects donor investment to the life-changing ministry of Campus Life, Juvenile Justice Ministry, Core, Camp, and other YFC ministries. As a member of the Executive Leadership Team, the Development Director helps shape organizational vision, culture, and strategy while building a strong base of financial partners for both the general fund and strategic initiatives.

Key responsibilities

- Lead a comprehensive annual development plan to fully fund and, as God provides, grow the \$850,000 budget through major donors, church partnerships, foundations, businesses, events, campaigns, and planned giving.
- Build, develop and manage a portfolio of donors and prospects, personally engaging in identification, cultivation, solicitation, and stewardship through meetings, calls, events, and written communication.
- Oversee the strategy and execution of one or more flagship fundraising events (such as gala(s) or campaigns), ensuring clear financial goals, compelling youth-gospel storytelling, and intentional follow-up with attendees.
- Direct donor communications (appeals, newsletters, impact reports, social media and email campaigns) that highlight stories of young people encountering Christ and growing as disciples through YFC Houston ministries.
- Ensure accurate use of the donor database for tracking giving, moves management, segmentation, acknowledgments, and reporting, and provide regular development reports and dashboards to the Executive Director and Board.
- Lead or support grant research, proposal writing, and reporting to foundations, churches, and other institutional partners.

- Collaborate with the Executive Director and Executive Leadership Team to align development strategy with organizational vision, ministry growth plans, and long-term sustainability.
- Develop and maintain professional standards by staying abreast of professional advances and study in fund development, as evidenced by participating in available training to attain the knowledge and skills necessary for professional growth and personal knowledge.
- In partnership with the YFC Houston Ministry Director, strengthen relationships with local churches and ministry partners, inviting them to pray, give, and serve in YFC Houston ministries that pursue 11–19-year-olds across greater Houston.
- Coach and support YFC staff, board members and volunteers in storytelling to reinforces the broader YFC Houston development message and priorities.

Spiritual and Cultural Expectations

- Be a committed follower of Jesus Christ with a mature, growing faith and active participation in a local Christ-centered church, in full agreement with Youth For Christ’s Statement of Faith and YFC Houston’s mission to reach lost youth.
- Embrace and model the 3Story® way of life (God’s Story, my story, young people’s stories) in relationships with staff, donors, volunteers, and young people, seeking to be “good news as you share the Good News.”
- Demonstrate integrity, humility, and Christlike character; maintain a lifestyle and conduct consistent with the standards of Youth For Christ.

Qualifications

- Bachelor’s degree in a related field (nonprofit management, business, communications, ministry, etc.) or equivalent experience.
- 3+ years of demonstrated nonprofit fundraising experience, including major gifts (preferred) and events; experience in Christian ministry or missions strongly preferred.
- Proven ability to build and maintain strong relationships with donors, churches, and ministry partners, with comfort in directly inviting financial investment in the mission.
- Strong written and verbal communication skills, especially in telling stories of gospel transformation among youth and presenting to groups (churches, events, small gatherings).
- Strategic thinker with strong planning, organizational, and follow-through skills, able to manage multiple projects and deadlines.
- Proficiency with donor management/CRM systems, basic data analysis and reporting, and standard office software.

Role on the Executive Leadership Team

- Contribute as a spiritual and strategic leader in organization-wide visioning, planning, and decision-making.
- Provide the “development lens” in Executive Team conversations, helping ensure that ministry plans are fundable and that donor relationships are honored and stewarded well.
- Champion a culture of prayerful dependence, generosity, gratitude, and testimony throughout YFC Houston, celebrating what God is doing among lost youth and those who partner to make it possible.