

Dare 2 Share Ministries

Job Description: Vice President of Development

DIVISION/DEPARTMENT: Executive / Development

REPORTS TO: President

LOCATION: Dare 2 Share headquarters – Wheat Ridge ,CO

TYPE OF POSITION: ☒ Full-time ☐ Part-time ☐ Volunteer ☐ Contract ☐ Occasional/Seasonal

HOURS OF WORK: Exempt (40-50 hours/week)

PAY RANGE: \$115K-\$130K DOE

TRAVEL: Yes, frequent

INTRODUCTORY PERIOD: 90 days

POSITION SUMMARY

As a key member of Dare 2 Share's Executive Team, the Vice President of Development (VPD) provides executive leadership and organizational stewardship while leading the ministry's development strategy and fundraising efforts. The VPD contributes to organizational strategy, culture, planning, and execution, helping ensure Dare 2 Share has the financial resources, systems, and team capacity necessary to fulfill its mission and achieve its long-term vision.

The VPD leads and develops a high-performing Development Team, builds scalable fundraising systems, and drives sustainable revenue growth through major donors, foundations, grants, strategic partnerships, and other funding opportunities. This role is responsible for strengthening Dare 2 Share's fundraising infrastructure, expanding donor engagement, and increasing financial resilience in alignment with the ministry's mission, vision, and strategic priorities.

While maintaining a select portfolio of major donors, foundations, and strategic funding partners, the VPD's primary focus is providing leadership, developing people, building systems, and executing strategies that enable long-term organizational growth and impact. The VPD also provides leadership for donor engagement initiatives, foundation and grant development, and strategic funding opportunities that support Dare 2 Share's expanding ministry reach.

TYPICAL DUTIES AND RESPONSIBILITIES:

The Work Examples and Competencies listed are for illustrative purposes only and are not exhaustive.

Leadership, Management, Accountability (LMA) – 75%

- **Executive Leadership & Alignment.** Serve as an active member of the Executive Team, contributing to organizational strategy, culture, planning, and decision-making while fostering alignment and collaboration across the ministry.
- **Team Leadership.** Lead and develop a high-performing Development Team by establishing clear priorities, coaching team members, and fostering a culture of accountability, collaboration, innovation, and Gospel-centered excellence.
- **Development Strategy & Growth.** Develop and execute Dare 2 Share's fundraising strategy to expand revenue, diversify funding sources, strengthen donor pipelines, cultivate strategic funding partnerships, and increase long-term financial sustainability.

Dare 2 Share Ministries

Job Description: Vice President of Development

- **Performance Management & Forecasting.** Establish revenue goals, performance metrics, forecasting processes, and accountability systems that drive measurable results, informed decision-making, and consistent organizational growth. Provide accurate revenue forecasts and performance updates to support financial planning and strategic decision-making.
- **Donor Systems & Operations.** Oversee donor database strategy, reporting, segmentation, and moves management within Salesforce to ensure disciplined execution, accurate forecasting, and effective donor engagement.
- **Donor Communication & Storytelling.** Partner with Marketing & Communications to ensure compelling, mission-aligned storytelling across campaigns, donor communications, proposals, reports, and engagement strategies.
- **Financial Stewardship.** Manage the Development budget with excellence, transparency, discipline, and strategic stewardship.
- **Compliance & Accountability.** Maintain Dare 2 Share's alignment with ECFA standards and the reporting expectations of Charity Navigator, Candid/GuideStar, and other applicable accountability organizations.

Development Activity – 25%

- Model and promote excellence in donor engagement, relationship management, and ethical fundraising consistent with biblical principles.
- Personally manage and cultivate a select portfolio of major donors, foundations, and strategic funding partners, securing transformational gifts that advance Dare 2 Share's mission.
- Lead foundation and grant fundraising efforts, including prospect identification, relationship cultivation, proposal development, grant writing, reporting, and stewardship.
- Partner with the Senior Executive Team to develop and execute strategies for engaging major donors, foundations, and key ministry partners.
- Participate in the planning and execution of donor cultivation and fundraising events, including the President's Gathering and regional donor experiences.
- Contribute to the development of compelling donor proposals, presentations, and funding opportunities that clearly communicate Dare 2 Share's mission, vision, and impact.

COMPETENCIES REQUIRED:

- Leader of leaders with strong strategic and relational acumen.
- Proven ability to lead major donor and foundation fundraising initiatives with increased, measurable success.
- Strong understanding of donor cultivation cycles, moves management, and data-driven fundraising strategies.
- Exceptional communication skills—written, verbal, and interpersonal—with high emotional intelligence.
- Collaborative leadership style with the ability to partner cross-divisionally (Marketing, Operations, Ministry Advancement).
- Ability to manage multiple priorities with focus and discipline.

Dare 2 Share Ministries

Job Description: Vice President of Development

- High ethical standards, confidentiality, and integrity in all donor and financial matters.
- 7+ years of relevant leadership experience in fundraising, development, or nonprofit advancement.

KEY PERFORMANCE INDICATORS FOR THIS POSITION:

- Achieve and exceed annual fundraising goals (revenue and donor retention) focusing on year-over-year growth and expansion.
- Improved donor engagement, satisfaction, and retention metrics.
- Accurate forecasting and reporting of revenue pipelines.
- Development Team performance and professional growth.
- Budget adherence and stewardship excellence.

The applicant chosen for this position must fully concur with the Dare 2 Share Ministries (D2S) “Statement of Faith”, must fully support the expressed purpose of D2S, must be prepared to exercise and model the core values expressed by the ministry, and must agree to abide in all respects with the D2S code of conduct for event participation.