



JOB DESCRIPTION

Regional Director

Position Title	Regional Director
Reports To	National Headquarters (Embrace Grace, Inc.)
Department	Field Operations / Regional Expansion
Location	Remote, based within assigned region
Employment Type	Full-Time, Exempt
Funding Model	Self-sustaining; salary funded through regional fundraising
Travel	Frequent travel within assigned region required

About Embrace Grace

Embrace Grace, Inc. is a 501(c)(3) faith-based nonprofit headquartered in Hurst, Texas. Our mission is to inspire and equip the church to love on single and pregnant young women and their families. We dream of a day when every woman with an unplanned pregnancy has a church to turn to for spiritual, emotional, and physical support.

Through our church-based support groups, Love Boxes, and partnerships with pregnancy resource centers, we help moms and dads facing unexpected pregnancies discover they are not alone. Pro-Life is a stance. Pro-Love is an action.

Embrace Grace is entering Phase 1 of an ambitious 25-Year Vision to plant our programs in 23,400 churches across the country. The Regional Director role is the cornerstone of that expansion.

Position Summary

The Regional Director serves as the local face and hands of Embrace Grace within an assigned metropolitan region. This is a ministry, fundraising, and partnership-building role rolled into one. The Regional Director is responsible for raising the funds that sustain their own position and regional activities, recruiting and equipping local churches to launch Embrace Grace programs, building strategic relationships with pregnancy resource centers (PRCs) and pro-life partners, and connecting moms in crisis to a local church family for ongoing support.

Unlike our previous regional representative model, Regional Directors are not dependent on geographically restricted grants. Each Regional Director cultivates a self-sustaining funding base from churches, donors, and community partners within their region, with national headquarters providing administrative support, training, IT, finance/HR, and brand resources.

Key Responsibilities

Regional Fundraising and Financial Stewardship

- Develop and execute a regional fundraising plan to raise the gross funding target needed to support the position and regional operations.
- Cultivate relationships with individual donors, family foundations, churches, and businesses within the assigned region.
- Build a recurring giving base from partner churches (\$5K–\$10K per church pledges are a key strategy).
- Steward donors well through regular communication, impact reporting, and personal engagement.
- Work with national headquarters on accurate tracking of regional funds, designated gifts, and the 10% administrative retention that supports HQ infrastructure.
- Plan and execute regional fundraising events, donor gatherings, and church engagements (marketing expenses are funded from the regional account).

Church Engagement and Program Launch

- Identify, recruit, and onboard local churches to launch programs.
- Train and equip church leaders to run groups using the Embrace Grace model and curriculum.
- Provide ongoing coaching, encouragement, and troubleshooting for existing church leaders in the region.
- Drive measurable progress toward the regional share of the 23,400-church national goal.
- Strategically prioritize geographic areas within the region that present the strongest opportunity for impact.

Pregnancy Resource Center and Community Partnerships

- Build and maintain working relationships with pregnancy resource centers (including Heartbeat International affiliates), maternity homes, and pro-life nonprofits in the region.
- Serve as the connection point between PRCs and Embrace Grace churches so moms facing unplanned pregnancies are referred into church-based community within 30 miles.
- Learn and maintain a working knowledge of regional resources for single and pregnant moms — housing, medical, childcare, counseling, legal — and help church leaders connect moms to those resources when needs exceed what the church can meet directly.
- Coordinate Love Box distribution within the region, working with HQ on logistics.

Talent Pipeline for Phase 2

- Continuously identify, evaluate, and develop potential Area Director candidates within the region.
- Maintain a pipeline of qualified leaders ready to be deployed when Phase 2 (Years 4–6) launches Area Directors in high-opportunity sub-markets.
- Mentor emerging leaders and create on-ramps for volunteers to grow into greater responsibility.

Representation and Reporting

- Serve as the public face of Embrace Grace within the assigned region — speaking at churches, conferences, donor events, and partner organizations.
- Submit regular reports to national headquarters on KPIs, including leads per church (target: 50/quarter), donor retention (target: 60%+), churches launched, and groups active.
- Participate in national team meetings, training, and annual gatherings.
- Uphold and represent the Embrace Grace brand, mission, vision, and Statement of Faith in all public and private settings.

Required Qualifications

Spiritual and Mission Alignment

- A personal, growing relationship with Jesus Christ.
- Full agreement with and willingness to sign the Embrace Grace Statement of Faith.
- Genuine passion for the pro-love mission and for serving single and pregnant young women and their families.
- Active participation in a local church.
- A life shaped by the Embrace Grace Core Values: Honor, Pro-Love, Quality, Wonder, and Collaboration.

Experience and Skills

- Minimum 5 years of relevant experience in ministry leadership, nonprofit development, pregnancy resource center work, church staff leadership, or a comparable field.
- Proven fundraising experience — major gift cultivation, donor stewardship, event execution, or church partnership development.
- Demonstrated ability to build and maintain strong relationships across diverse church and ministry traditions.
- Strong public speaking and presentation skills; comfortable in pulpits, boardrooms, and small groups alike.
- Self-starter with the discipline to work remotely and the entrepreneurial drive to build a region from the ground up.
- Strong written and verbal communication skills.
- Proficiency with standard business tools (email, video conferencing, CRM/donor database, Microsoft Office or Google Workspace).

Other Requirements

- Bachelor's degree preferred; equivalent ministry and leadership experience considered.
- Resident of or willing to relocate to the assigned region.
- Valid driver's license and ability to travel frequently within the region; some national travel required.
- Ability to pass a background check.

Preferred Qualifications

- Prior experience as an Embrace Grace group leader, volunteer, or alumna.
- Established donor or church network within the assigned metro area.
- Experience with grant writing and reporting.
- Bilingual (English/Spanish) is a plus in select regions.

Success Metrics (First 12–24 Months)

- Achieve gross regional fundraising target sufficient to fully fund the position and regional support costs by the end of Year 2.
- Recruit and launch a defined number of new Embrace Grace church groups in the region (specific target set by HQ based on metro size).
- Establish active partnerships with priority pregnancy resource centers in the region.
- Maintain a donor retention rate of 60% or higher.
- Build a documented pipeline of at least 2–3 viable Area Director candidates by end of Phase 1.

Compensation and Benefits

- **Salary:** Available upon request to selected candidates
- **Benefits:** Health and dental insurance valued at approximately \$8,000 annually.
- **Payroll taxes and employer-paid expenses:** Covered by Embrace Grace
- **Support provided by HQ:** IT support, finance and HR services, initial and ongoing training, brand materials, curriculum, and national marketing.
- **Funding structure:** The position is funded through regional fundraising. Each Regional Director raises a gross target that covers their net compensation, benefits, payroll expense, regional support costs, and an administrative contribution to national headquarters.

How to Apply

Interested candidates should submit a resume, a cover letter describing their connection to the Embrace Grace mission, and one ministry reference to Embrace Grace, Inc. Please indicate the metro region you are interested in serving. Once compiled, please email this information to jobs@embracegrace.com

Candidates are also required to complete the following survey and follow all instructions:

<https://go.cultureindex.com/s/TJ05FfmiD1>

Embrace Grace, Inc. is a faith-based 501(c)(3) religious nonprofit organization (EIN 45-5202711). As a religious employer, Embrace Grace makes employment decisions consistent with its religious mission, beliefs, and Statement of Faith. Embrace Grace does not discriminate on any basis prohibited by applicable law.

Help her have her baby and her dreams too.