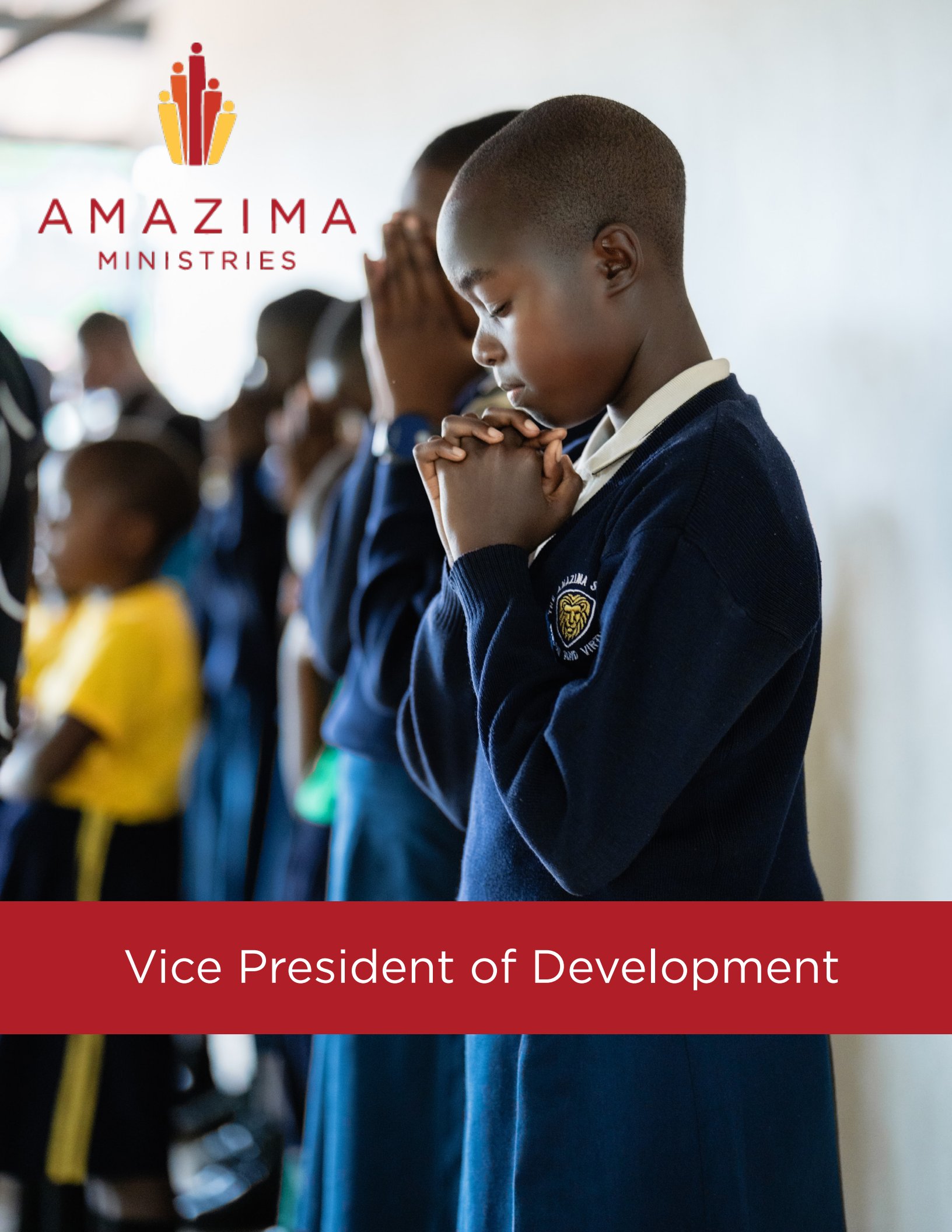


AMAZIMA
MINISTRIES

Vice President of Development



About Amazima Ministries

Amazima Ministries International was founded by Katie Davis in 2008. Based in Brentwood, Tennessee, the organization feeds, educates, and encourages orphaned, poor, and vulnerable children and families in Uganda. The name Amazima reflects the heart behind the ministry and what its founder longed to see take root in the lives of everyone who encountered its work. In Luganda, the local language of Uganda, Amazima (ah-MAH-zee-mah) means "truth." Amazima Ministries exists to reveal the truth of God's unconditional love through Jesus Christ to the people of Uganda.

The ministry expresses its love for God by obeying His command to care for the least of His people and to make disciples of all nations. Every Amazima outreach program—whether through education sponsorship, feeding programs, vocational assistance, or community outreach—is accompanied by biblical teaching and spiritual encouragement. While meeting physical needs is essential, it is not the ultimate goal. Amazima Ministries ultimately seeks to see lives fed spiritually and restored into a right relationship with God.

Mission

Making disciples of Jesus through authentic relationships, excellent education, and strengthened communities.

Vision

That every person we serve would know Christ and make Him known, resulting in transformed lives, restored relationships, and changed communities.



The Opportunity

Amazima Ministries stands on a strong foundation of God's faithfulness and the steady support of partners who believe deeply in its mission. The ministry is financially stable, trusted, and well positioned for growth. To step into this next chapter, Amazima needs a leader who can develop and implement a comprehensive fundraising strategy that expands and diversifies the ministry's base of support. Reporting directly to the CEO, the Vice President of Development will be instrumental in shaping Amazima's future, expanding its reach, deepening donor engagement, and strengthening the resources needed to fuel a bold vision for Gospel-centered impact in Uganda.



The VP will lead both Development and Communications, guiding a mission-driven team that includes Partner Relations Managers and the Communications Director. He or she will steward a culture marked by Christ-centered excellence, accountability, innovation, and relational warmth, inviting donors to participate even more fully in God's work through Amazima.

This role is ideal for a leader called to build, to grow, and to lead with purpose. The next VP will strengthen Amazima's fundraising capacity, broaden and diversify its donor community, and model faithful stewardship, positioning the ministry not only to remain stable, but to boldly step into the next chapter the Lord has prepared.



Responsibilities

Strategic Leadership & Planning

- Serve as a key member of the senior leadership team, shaping ministry-wide strategy.
- Translate Amazima's strategic plan into clear development objectives with Key Performance Indicators (KPIs) and lead regular progress reviews.
- Drive continuous improvement in development operations, ensuring productivity gains and innovation in fundraising methods.
- Partner with the CEO, board, and leadership to align development goals with overall organizational priorities.

Fundraising & Donor Engagement

- Lead the design and execution of a comprehensive fundraising strategy across major gifts, planned giving, recurring donors, and new donor acquisition.
- Oversee and personally manage a portfolio of major donors with intentional cultivation and stewardship, with a focus on increasing long-term investment.
- Launch and maintain a multi-channel donor communications calendar (direct mail, digital, events, etc.) aligned with ministry priorities.
- Identify and pursue new high-capacity donor prospects through strategic networking.
- Plan and execute high-impact donor events and experiences.

Team Development & Accountability

- Lead, coach, and elevate the Development and Communications teams, ensuring accountability to clear, measurable goals.
- Update job descriptions, refine team structure, and implement professional development strategies to strengthen team capacity.
- Establish a culture of innovation, excellence, and results-orientation within the department.
- Provide ongoing performance reviews and coaching to ensure the team consistently meets and exceeds benchmarks.

Reporting & Oversight

- Deliver monthly progress reports to the CEO and regular updates to the Board of Directors.
- Hold weekly cultivation and planning sessions with team members to track progress and resolve barriers.
- Ensure accurate donor tracking and reporting through the CRM (Salesforce or equivalent).





Desired Characteristics

- Spiritually mature, deeply humble, and wholeheartedly aligned with Amazima's mission.
- Proven track record in developing a diversified fundraising strategy and team.
- Natural team player who realizes there is strength in a team.
- Strong strategic planner with evidence of elevating team productivity and outcomes.
- Excellent communicator with persuasive and relational skills.
- Excels in storytelling and vision casting.
- Highly organized, detail-oriented, and driven by accountability.
- Passionate about connecting people with mission impact.
- Comfortable leading in a fast-paced, entrepreneurial ministry environment.
- Exercises a high level of discretion when working with confidential information.
- Excellent computer skills and experience with Salesforce or other CRM systems.

Required Experience

- Bachelor's degree required; advanced degree preferred.
- Minimum 7 years of progressively responsible nonprofit fundraising experience, with demonstrated success in major donor cultivation.
- Minimum 5 years in management/leadership roles with proven success in building high-performing teams.
- Expertise in CRM systems (Salesforce preferred).
- Willingness to travel primarily within the U.S., approximately 25–50% of the time.



Success in This Role Will be Measured By

- Building and executing a diversified fundraising strategy that expands and strengthens all giving channels.
- Increased donor engagement, retention, and upgrading to higher levels of giving, as reflected in improved donor health report data.
- Growth in recurring donor base and long-term planned giving commitments.
- Clear alignment of development strategy with Amazima's overall mission impact.
- A more capable, accountable, and results-oriented Development & Communications team.



Contact Information

carterbaldwin
search done better™

Andrea McDaniel Smith
Partner
202.271.9566
asmith@carterbaldwin.com

Stephanie Steele, PhD
Consultant
678.894.1200
ssteele@carterbaldwin.com