REDEEMER
CITY to CITY



Chief Advancement Officer

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About Redeemer City to City

Redeemer City to City (RCTC) is a global nonprofit organization founded in 2001 by Dr. Timothy Keller. Envisioned as a way to bring the gospel to the world's great cities through church planting, RCTC continues that legacy while growing into a worldwide network committed to equipping leaders and starting gospel-centered churches in urban centers across the globe.

RCTC was established to partner with local leaders in cities, equipping them to deliver contextualized training, coaching, content, and financial resources to church planters and ministry practitioners. Today, through strong collaboration with global, regional affiliates, RCTC is actively engaged in cities around the world, supporting church planting efforts and developing leaders to bring gospel renewal to their cities.

This mission is especially urgent in light of global trends: by 2050, nearly 70% of the world's population will live, work, raise families, and worship in urban areas. RCTC exists to meet this moment, establishing churches that proclaim the gospel in cities, where culture is formed and influence spreads.

RCTC brings a unique blend of theological depth, cultural intelligence, and spiritual humility, enabling it to work effectively across diverse contexts—from New York to Nairobi, São Paulo to Singapore. Rooted in the belief that the gospel changes everything, RCTC is committed to planting, replanting, and restoring churches that, together, serve cities. Through collaboration, innovation, and deep reliance on the Holy Spirit, Redeemer City to City seeks to see the world's great cities transformed by the hope and power of the gospel of Jesus Christ.



GOD CALLS US TO BE FOR THE CITY, TO LOVE THE CITY AND TO SERVE THE CITY.

Vision

To see the gospel of Jesus Christ transform lives and renew cities around the world.

Mission

Equip leaders to accelerate the multiplication of gospel centered churches in cities around the world.

RCTC is actively engaged in over 150 cities worldwide, has helped launch more than 2,800 churches, and has trained, coached, and reached over 175,000 leaders.

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City to City *exists to multiply churches and Christian leaders committed to a shared vision for gospel movements in the great cities of the world. To that end, we humbly aspire to embody diverse and culturally appropriate expressions of the following core commitments, postures[1] and practices wherever City to City is at work.*



Gospel | *Because the gospel provides a comprehensive perspective on all of life, we*

- Rely on the Holy Spirit for personal and corporate renewal.
- Apply the gospel of Jesus to every area of our life and ministry.
- Proclaim and demonstrate the good news that through Christ's work on our behalf, God rescues sinners, reconciles communities, and renews creation.
- Celebrate and preach Jesus as the fulfillment of the whole Bible.



Culture | *Because the gospel must critique and incarnate in every culture, we*

- Believe Christ satisfies and surpasses the highest aspirations of our culture without succumbing to its idols.
- Design ministries in language and forms that reach the heart of our culture.
- Faithfully and persuasively engage our public square.



City | *Because the city is the most strategic context for Christian mission, we*

- Love and serve the city in all its beauty and brokenness.
- Multiply churches across the diverse communities of the great cities of the world.
- Continually learn and adapt to complex and changing urban environments.



Mission | *Because the Church exists not for itself but for Christ's kingdom in the world, we*

- Celebrate and enrich our neighborhoods through authentic relationships, pursuing justice, and integrating faith and work.
- Disciple Christians and evangelize non-Christians through Christ-centered preaching, joyful worship, counter-cultural community, sacrificial service, and kingdom-centered prayer.



Movement | *Because it takes a unified, reconciling, collaborating Church to reach the city, we*

- Honor and empower local leadership and decision making.
- Support churches, organizations, and institutions with a vision for city-wide gospel movement.
- Collaborate and fellowship with leaders from a wide variety of denominational, cultural, and socioeconomic backgrounds and with a diversity of spiritual giftings and leadership styles.

[1] A "posture" is an attitude or approach, which can be operationalized in a number of equally appropriate ways.

The Opportunity

Redeemer City to City (RCTC) is an organization focused primarily on equipping global affiliates and city leaders with resources to plant and multiply gospel-centered churches in over 100 cities. With a 25-year legacy rooted in Tim Keller's teaching and leadership, RCTC is at a pivotal inflection point—expanding beyond legacy relationships to build a sustainable, scalable advancement strategy for the future.

RCTC is seeking a chief advancement officer (CAO) to lead this critical next chapter. This role will drive major gift strategy, oversee a development team, and collaborate closely with the CEO, senior leadership team, and board to drive revenue. The incoming CAO will be entrusted with a donor base, while helping to shape and strengthen a compelling organizational message in alignment with RCTC's mission and values.

The ideal candidate is a spiritually mature, seasoned fundraising executive with deep experience in major gifts, cross-cultural agility, and a passion for global Kingdom impact. They must bring humility, strategic clarity, and entrepreneurial energy to a collaborative, highly relational environment. He or she will build trust with new and existing supporters to grow a robust and mission-aligned donor base. For the right leader, it is an exciting opportunity to help resource a growing global network of city leaders and church planters bringing gospel renewal to cities.



I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow. The one who plants and the one who waters have one purpose, and they will each be rewarded according to their own labor. For we are co-workers in God's service; you are God's field, God's building.

By the grace God has given me, I laid a foundation as a wise builder, and someone else is building on it. But each one should build with care. For no one can lay any foundation other than the one already laid, which is Jesus Christ.

1 Corinthians 3:6-11

Strategic Priorities & Responsibilities

Fundraising Leadership

- Lead the vision and execution of a comprehensive fundraising strategy that advances RCTC's mission, drives revenue growth, and positions the organization for long-term sustainability.
- Personally cultivate and grow a portfolio of major donors and nurture relationships in coordination with the CEO and other fundraising partners.
- Model strong fundraising practices through regular donor engagement, strong ask discipline, careful follow-through, and thoughtful and consistent stewardship.
- Establish clear performance dashboards, pipeline discipline, forecast accuracy, and report rhythms for leadership and board review.
- Grow and diversify the donor base through innovative giving options, including non-cash and legacy gifts. Work with the advancement team to grow the base of mid-size donors.
- Build robust systems for donor communication, ensure data accuracy, and support effective CRM use.

Team Leadership & Culture Building

- Lead and develop a high-performing advancement team, including portfolio managers, events staff, and other staff supporting advancement. This includes providing close coaching, training, and accountability for newer portfolio managers through regular one-on-ones, portfolio reviews, call planning, proposal support, role-play, and joint donor meetings.
- Align roles and responsibilities with strategic priorities, utilizing data, technology, and performance metrics to promote and embrace innovation and learning.
- Foster a Christ-centered, collaborative, and high-accountability team culture, marked by clarity, encouragement, execution, learning, and ownership.
- Encourage team members to grow in their walk with Christ and demonstrate spiritual maturity and gospel humility.

Cross-Functional & Organizational Leadership

- Serve as a key partner to the CEO and board growth committee chair.
- Participate as a member of the Senior Leadership Team and engage regularly with the Board through the board growth committee chair
- Coordinate across RCTC's global network of regional affiliates to align messaging and donor strategies.

Marketing, Communications & Events

- Oversee marketing and communications as an integrated advancement function designed to increase donor acquisition, donor confidence, gift size, and pipeline momentum.
- Lead the creation of advancement messaging and donor-facing collateral that reflects RCTC's voice and mission. This includes cases for support materials, pitch decks, campaign briefs, one-pagers, talking points, appeal letters, stewardship reports, event scripts, field stories, and digital fundraising content.
- Ensure consistent messaging across board members, executive leadership, advancement staff, donor communications, events, collateral, website copy, case statements, proposals, reports, and campaign materials.
- Ensure the organization presents a coherent external narrative: clear mission, credible outcomes, emotionally resonant storytelling, and disciplined evidence of impact.
- Oversee large and regional event strategy and execution; host recruitment; sponsorship development; donor segmentation; messaging; production; and post-event stewardship, in collaboration with dedicated staff.

Board and Senior Leadership Engagement

- Equip the board to participate meaningfully in fundraising through clear expectations, donor assignments, talking points, introductions, event hosting, and stewardship opportunities.
- Provide timely, decision-useful reporting to the board and leadership team on revenue, pipeline health, donor movement, event outcomes, and advancement performance.
- Help maintain one coherent voice between the board, CEO, senior leadership, and donor-facing materials.

Operational & Financial Acumen

- Lead annual fundraising planning and forecasting, setting revenue targets and tracking key performance metrics.
- Manage the advancement budget with a focus on efficiency, growth, and return on investment.







Attributes and Qualifications

The ideal candidate will be a Christ-centered, experienced fundraising executive who combines strategic vision, relational strength, and a heart for the gospel with the ability to drive measurable results in a complex, high-impact environment. You might thrive in this role if you have:

- 10+ years of advancement experience, including 5+ years in senior leadership, with a proven record of driving multi-year fundraising growth among high-net-worth individuals, foundations, and partners.
- Experience with non-cash gifts, donor-advised funds, estate/planned giving, advisor-driven philanthropy, and the management of major fundraising events.
- A mature Christian faith marked by gospel humility, a posture of service, and consistent dependence on prayer—integrating faith into every aspect of leadership and fundraising.
- Deep resonance with RCTC's gospel-centered mission, theological breadth, and vision for the spiritual flourishing of cities.
- Strong ability to collaborate across senior leadership, Board members, consultants, and diverse teams to move work forward at pace.
- Experience leading and developing high-performing teams, setting stretch goals, and creating a culture of continuous learning and measurable results.
- Comfort with experimentation, speed, and ambiguity—able to make progress with incomplete information while staying aligned to mission, values, and best practices.
- Analytical skills to assess fundraising performance, steward budgets, and increase efficiency in advancement operations.
- Experience overseeing marketing and communications in service of fundraising.
- Exceptional verbal and written communication skills to articulate vision, inspire generosity, and cultivate authentic, long-term donor relationships.
- Strong comfort with data, dashboards, CRM discipline, and performance management.
- Proficiency with CRM systems, data analytics, and digital engagement tools to deepen donor engagement and refine strategy.
- Cross-cultural agility to work effectively across diverse theological, ethnic, and socio-economic contexts.
- An ownership mindset to independently drive initiatives, make tradeoffs, and achieve goals with minimal oversight.
- High energy and willingness to travel extensively to engage donors, partners, and regional teams.

Applications & Nominations

Applications will be accepted until the chief advancement officer is appointed. Interested candidates are invited to submit a CV or résumé and a letter of interest. Nominations, confidential inquiries, and questions regarding this search may be directed to:

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RCTC's compensation philosophy is guided by internal and external market data to ensure pay equity, along with budgetary considerations for faithful stewardship. The anticipated salary range for this position is $200,000 - 270,000. Compensation will be determined based on relevant experience, qualifications, and alignment with the role. Benefits include a comprehensive package designed to support the well-being of staff and their families, including healthcare coverage, retirement benefits, paid time off, and additional organizational and voluntary offerings. This position may be performed from any location in the United States.

