GLOBAL CHRISTIAN RELIEF

Chief Development Officer



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ABOUT GLOBAL CHRISTIAN RELIEF







The church is growing in some of the hardest places on earth.

Across sub-Saharan Africa, the Middle East and North Africa, Asia, and Latin America, hundreds of millions of Christians live under pressure because of their faith. Churches are attacked. Pastors are imprisoned. Families are displaced. Yet believers continue to gather, serve their communities, and bear witness to Christ in places where following Him carries a significant cost.

Global Christian Relief (GCR) exists to strengthen and empower these vulnerable parts of the Body of Christ. Working through trusted local ministry partners in more than 25 countries, GCR provides emergency relief, discipleship resources, trauma care, pastoral development, economic empowerment programs, Scripture distribution, and other forms of practical support that help persecuted believers remain present, resilient, and faithful in their communities. The organization's indigenous partnership model provides access to regions where foreign organizations often cannot operate while ensuring that local Christian leaders remain at the center of the work.

At its core, GCR is driven by a vision larger than humanitarian assistance. The organization seeks to build one of the most significant movements of solidarity between the free church and the persecuted church in modern Christian history. Persecuted believers need the prayers, generosity, advocacy, and encouragement of Christians living in freedom. The broader church needs the faith, perseverance, and witness of believers who have learned to follow Christ at great personal cost. Each has something the other needs.

Inspired by Christ's prayer for unity in John 17, GCR works to strengthen the bonds of the global church across nations, cultures, and traditions, helping ensure that vulnerable Christian communities remain a light for the Gospel while reminding believers everywhere that when one part of the Body suffers, all suffer together.

OUR APPROACH

5 Pillars to Strengthen the Global Church

By addressing both immediate needs and long-term effects of persecution, GCR's holistic approach enables the Church to not only survive but thrive under pressure.



Spread the Gospel

Delivering God's Word to believers in their heart language in hard-to-reach, hostile regions, so their faith can flourish.



Defend Freedom

Advocating for the rights & safety of persecuted Christians, elevating their stories and pressing for change where following Jesus puts them at risk.



Break the Cycle

Breaking cycles of poverty through education, training, and economic empowerment—restoring dignity and creating lasting change.



Ensure Survival

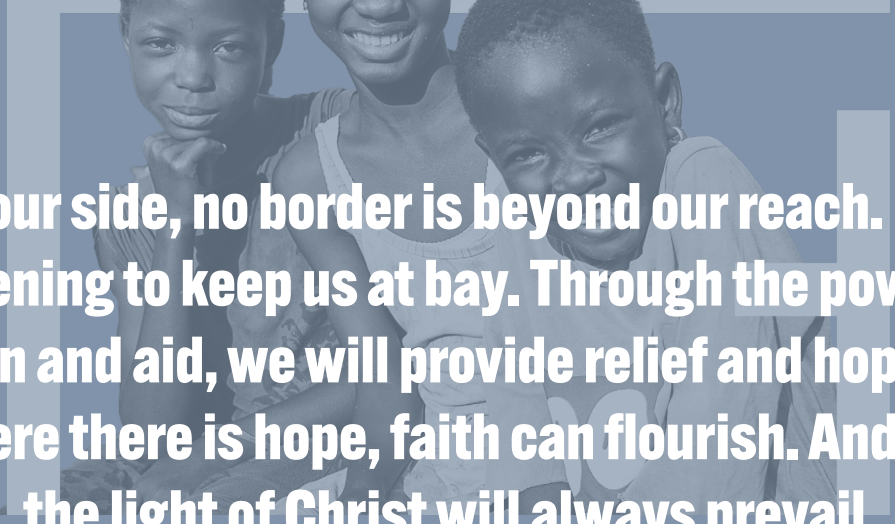
Providing urgent relief—food, shelter, medical care—to Christians facing crisis, displacement, or violence.



Build the Future

Investing in the next generation through discipleship, pastoral training, and church development—strengthening the global Church for years to come.

MANIFESTO



We carry a light. For the bold believers hidden in plain sight and the ever faithful facing persecution daily. Their courage inspires us. Their faith emboldens us. And their stories stir us to act.

With you by our side, no border is beyond our reach. No danger is too threatening to keep us at bay. Through the power of prayer, action and aid, we will provide relief and hope. Because where there is hope, faith can flourish. And where there is faith, the light of Christ will always prevail.

MISSION AND VISION

Mission

Create a movement of prayer and support for persecuted Christians so they can be a light for the Gospel in their communities.

Vision

No Christian isolated or forgotten.

CORE VALUES

The guiding principles that drive our mission

Fearless Faith

Wherever He leads, whatever the costs.

Inspired by the courageous faith of our persecuted family, we work with bold and fearless faith that is rooted in Jesus. We are powered by prayer, united in conviction, and give glory to God.

Global Community

No Christian isolated or forgotten.

We seek to nurture and grow an interconnected and resilient network of Christians, in relationship, so that the church is strengthened in the most difficult and dangerous places.

Fast, Lean, Agile

Adaptability in a changing world.

We build teams, processes, and technology that enable the leveraging of data, intelligence, and insights to quickly adapt and respond to emerging situations facing the persecuted church.

Exceptional Culture

Happy warriors pursuing excellence.

We pursue a culture of continuous learning, innovation, candor, and teamwork in an environment that honors and elevates the unique contributions of each person.









THE OPPORTUNITY

This is a builder's role. The Chief Development Officer will lead and build GCR's major donor revenue engine by designing, scaling, and overseeing a program that is still taking shape. Major giving is a significant and growing share of GCR's revenue, and the CDO will own the trajectory that takes it from where it is today to the dominant channel it is designed to become. That growth will be driven by portfolio deepening, team development, and network-based cultivation that mobilizes significant resources from high-net-worth donors who are not yet on the file.

GCR has already begun investing in its commitment to be a major giving organization. The team is expanding, and the systems from CRM discipline to AI fundraising tool implementation are being built to match the ambition. A future capital campaign expected to exceed $100M is being architected with outside counsel. This is not a blank page. It is a funded, sequenced plan with real momentum behind it.

This is a unique opportunity for a candidate who is drawn to elevating a fundraising program on a strong major gift foundation for an organization with a bold Kingdom mission, a leadership team that has worked together for more than a decade, a board that is there to empower, and a financial base that is already growing. The CDO will help write the next chapter of GCR's impact that most of its donors have not yet imagined.



Key Duties & Responsibilities:

The Chief Development Officer reports directly to the CEO and leads the entire major donor revenue engine of the organization. The CDO will lead the Donor Relations Directors (Major Gift Officers) and will oversee additional development staff as the program grows. This CDO will operate at both strategic and execution levels, personally carrying a principal donor portfolio while building the systems, team, and culture that will define GCR's major giving program for the next decade.

- Design and scale GCR's major donor strategy from a 25 percent revenue share to 40 percent and beyond, establishing portfolio standards, segmentation models, and performance expectations across the team

- Lead, coach, and hold accountable a growing team of Major Gift Officers, developing disciplined fundraisers who own outcomes rather than activity and can operate entrepreneurially within defined portfolios
- Cultivate and close principal-level gifts, carrying a portfolio of the organization's top 25 to 50 donor relationships in active partnership with the CEO
- Build systematic network-based donor acquisition, identifying and pursuing high-net-worth individuals in sectors including finance, technology, entertainment, and sports who are not yet in the GCR file
- Architect and advance the cultivation pipeline for the planned $100M+ capital campaign, targeting quiet-phase anchor commitments and partnering with the external consulting engagement currently underway
- Partner with program leadership and field operations to translate GCR's field work into compelling, multi-year funding opportunities
- Ensure disciplined use of Salesforce CRM across the team, establish clear KPIs for activity and revenue, and build reporting frameworks that provide pipeline visibility to the CEO and board
- Champion the integration of AI-powered proposal and impact reporting tools, working with GCR's CTO and AI steering committee to ensure the development team is among the earliest and most effective adopters

Leadership Profile

The right candidate has transformed a major giving function from modest beginnings into a scalable engine for growth: moving it from activity to accountability, from maintenance to momentum, and from dependence on an existing donor file to expansion through new networks and relationships. They know how to build teams, systems, and strategies that produce measurable results.

GCR's culture rewards curiosity, initiative, and candor. The Chief Development Officer will thrive in a high-ownership environment where the pace is fast, expectations are high, and results are visible. For someone motivated by impact measured not only in dollars raised but in believers strengthened, families rescued, and underground churches sustained, this represents one of the most compelling opportunities in Christian philanthropy today.



Required Qualifications:

- Demonstrated track record of building or significantly scaling a major gifts program, not simply managing one that already existed
- Personal history of closing six- and seven-figure gifts as the lead solicitor
- Proven ability to recruit, coach, and hold accountable a team of Major Gift Officers to defined portfolio metrics and revenue targets
- Capital campaign experience, preferably including the quiet or silent phase of a multi-year campaign
- 10 or more years of experience in fundraising, major gifts, or comparable senior relationship-driven leadership
- Minimum 5 years of experience leading and managing fundraising teams
- Authentic, articulable Christian faith with the ability to engage donors around faith, the global church, and the cause of persecuted believers
- Bachelor's degree required

Location

This is a remote position. The CDO may reside anywhere in the United States, ideally within reasonable proximity to a major airport.



APPLICATIONS AND NOMINATIONS

Applications and nominations will be received until the position of Chief Development Officer is filled.
To apply, please submit a resume to Jen Tozier: jtozier@carterbaldwin.com

Nominations, confidential inquiries, and questions concerning this search may be directed to:

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