

EFCA

THE EVANGELICAL FREE CHURCH OF AMERICA · MINNEAPOLIS, MINNESOTA

Chief Development Officer

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About the EFCA

The EFCA, or Evangelical Free Church of America, is a family of self-governing churches united around the same core beliefs. Together, their mission is to glorify God by multiplying transformational churches among all people.

The EFCA began in 1950, when two collections of churches, the Norwegian-Danish and Swedish Evangelical Free Church Associations, merged to form one Evangelical Free Church of America. Today, there are more than 1,600 EFCA congregations across the United States, and they come in all shapes, sizes and locations, from small towns and suburban neighborhoods to major metropolitan areas.

EFCA churches are supported by 17 regional districts that provide resources, expertise and networking for local pastors and leadership. Those districts are supported and resourced by the EFCA National Office in Minneapolis.

Together, they strive to follow Jesus' commands to love others and make disciples of all people, both in the U.S. and around the world. Globally, the EFCA recruits, trains and supports more than 550 missionaries in more than 40 different countries across five different continents. Whether it's international missions, crisis response or student ministry, at the EFCA, everything they do aligns with their mission to glorify God by multiplying transformational churches among all people.

EFCA is biblical and missional, united and free. It is because of these inherent traits, inseparable from the identity of the EFCA, that they believe God will continue a work of transformation in and through their movement.

1,600
SELF-GOVERNING CONGREGATIONS

337,000
WEEKLY ATTENDANCE

124
CHURCH PLANTS

17
DISTRICTS

550
GLOBAL STAFF

43
COUNTRIES SERVED

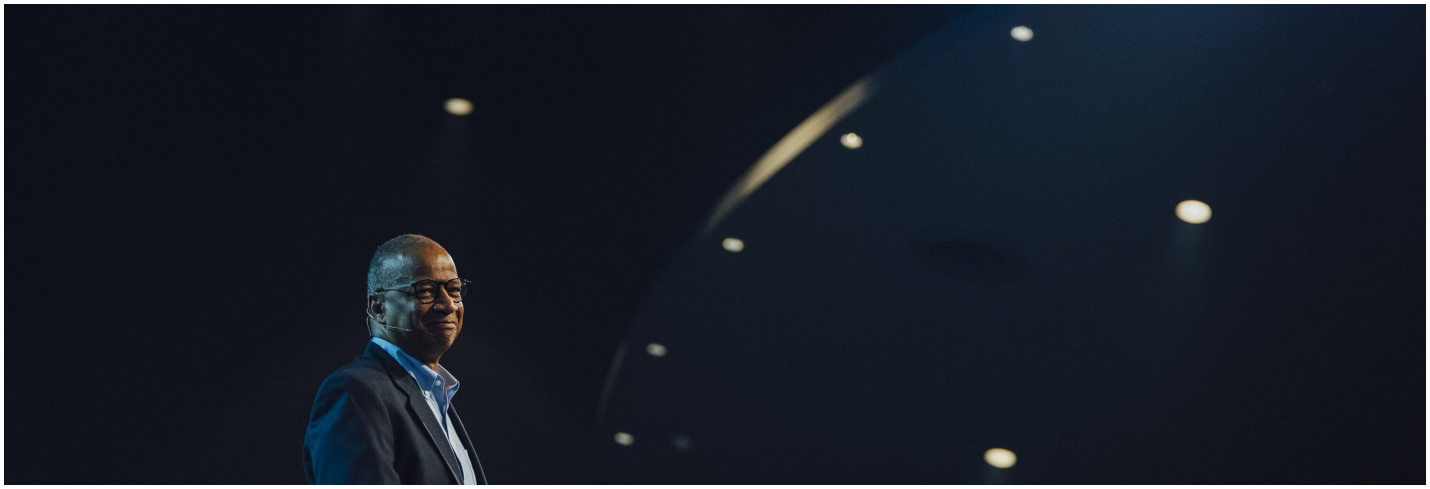
1950
MOVEMENT FOUNDED

The Opportunity

The CDO reports directly to the EFCA President and serves on the senior leadership team, holding strategic and operational ownership of all development activity: the Annual Fund, the EFCA Partnership Fund (church giving), major gifts and foundations, and planned giving through the EFCA Foundation. The CDO collaborates closely with the Chief Strategy Officer, EVP of International Ministries, EVP of National Ministries, and EVP of Operations.

KEY RESPONSIBILITIES

- Develop and execute a comprehensive, multi-channel fundraising strategy with clear goals, accountability metrics, and stewardship plans across all channels.
- Lead growth of the EFCA Partnership Fund, building relationships with pastors and district leaders to increase church participation and giving.
- Personally manage a portfolio of the top 100 major donors and develop individualized fundraising plans for the top 50.
- Build a culture of generosity across the national office, equipping the President and senior leaders to be active participants in development.
- Coordinate planned giving strategy with the EFCA Foundation, including trust accounting improvements and legacy donor stewardship.
- Identify and develop new donor channels, including younger donor segments, emerging major gift prospects, and aligned foundation partners.
- Lead, develop, and hold the Ministry Advancement team accountable.
- Oversee development technology and database infrastructure, including Blackbaud and Raiser's Edge.





Candidate Profile

The EFCA is seeking a leader whose faith is the engine of their work. This is not a generic development role. The movement's donors give out of theological conviction, and a leader who cannot speak authentically about the mission, agree genuinely with the EFCA Statement of Faith, and demonstrate a personal walk with Jesus Christ will not win their trust. Faith alignment is a functional requirement, not a formality.

Beyond faith, this leader brings together serious development craft and high relational intelligence. They have built major gift programs, personally closed significant gifts, and know how to move a donor from curiosity to commitment. They build systems, hold teams accountable, and are equally capable of sitting across from a major donor and listening well. The EFCA needs both.

This leader also understands how to lead within a federated organization. The EFCA's churches are autonomous. District superintendents are partners. Senior leaders across the national office must be cultivated as development collaborators. Authority alone will not work here. Influence, character, and patience will.

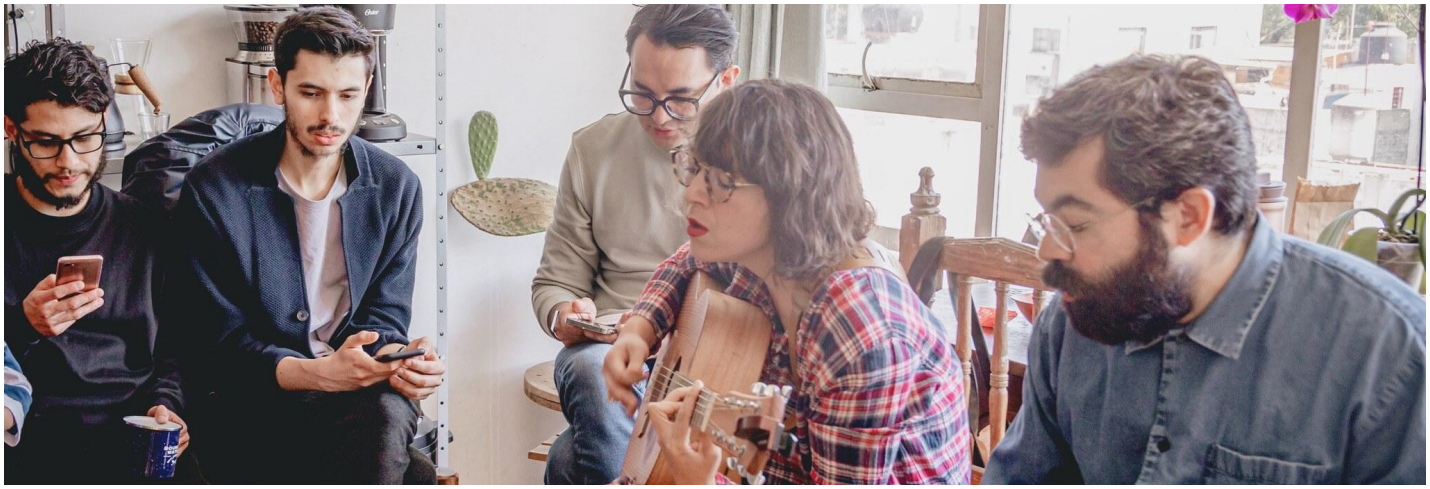
Qualifications

REQUIRED QUALIFICATIONS

- Demonstrated fundraising and major gift success in a faith-based ministry, church network, or faith-based educational institution.
- Five or more years of senior development leadership, including direct major donor portfolio management.
- Personal track record of closing significant major gifts as lead solicitor.
- Experience building or significantly transforming a development function.
- Strong team leadership and staff development experience.
- Exceptional relational intelligence and communication skills, written and verbal.
- Committed personal relationship with Jesus Christ and agreement with evangelical Christian doctrine.
- Agreement with the EFCA Statement of Faith and genuine alignment with EFCA mission and ethos.
- Willingness to relocate to Minneapolis with consistent on-site presence and extensive travel.

PREFERRED QUALIFICATIONS

- Active EFCA church membership or familiarity with the EFCA movement and culture.
- Experience within a denominational, district, or multi-site church network.
- Familiarity with planned giving vehicles, charitable trusts, and foundation structures.
- Experience with a capital campaign.
- Track record of building younger donor pipelines.





How to Engage

CarterBaldwin Executive Search has been retained to lead this search. Inquiries, referrals, and expressions of interest will be treated with complete confidentiality.

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