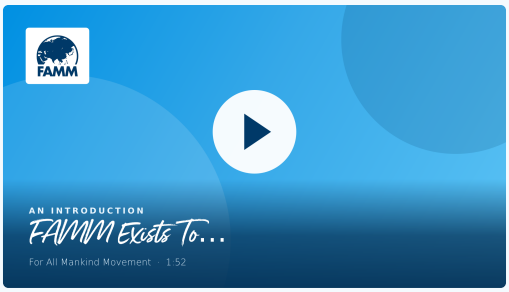


VICE PRESIDENT OF DEVELOPMENT

ALPHARETTA, GEORGIA

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About For All Mankind Movement



START HERE

FAMM Exists To...

Under two minutes in the field with the leaders, Story Groups, and churches this work produces. The fastest way to understand what FAMM is and why it moves.

https://www.youtube.com/watch?v=dUJ1SvvDN5I

SCAN TO WATCH

For All Mankind Movement (FAMM) exists to initiate, nurture, and facilitate Kingdom Movements that result in biblical churches being established among the unreached. Its vision is to reach the unreached with the Gospel, equip them in disciple-making and church planting, and send them as missionaries to their own people. FAMM is non-denominational and works through indigenous leadership teams in South Asia, including India, Pakistan, Nepal, Sri Lanka, and Bangladesh.

Mission

Initiate, nurture, and facilitate Kingdom Movements that result in biblical churches being established among the unreached.

Vision

REACH the unreached with the Gospel. EQUIP them in disciple-making and church planting. SEND them as missionaries to their own people.

A MINISTRY BUILT AROUND INDIGENOUS LEADERSHIP

Founded in 2009 by Kevin Phillips, FAMM grew out of a conviction that the most effective way to reach restricted-access and unreached communities is to equip believers already inside those cultures. Early national leaders were discipled by the Phillips family while working in Dubai and later returned to their home countries to lead expanding networks. That same principle continues to shape FAMM today: local leaders are trained, coached, resourced, and trusted to multiply disciple-makers and establish locally viable, self-sustaining churches.

That model has also supported significant organizational growth. From 2021 through 2025, FAMM pursued its 10X Vision, growing from a $1.9 million organization to approximately $6 million in annual revenue, investing $22.5 million over five years, and expanding from 8 to more than 30 overseas operations.

How FAMM Works



THE BREAKTHROUGH MODEL

FAMM identifies and develops a local "Movement Maker," equips that leader to build a team, proves the model in a local district, and then scales the work across a wider geographic area. The model is designed to move from one indigenous leader to hundreds of trained leaders, Story Groups, baptisms, and new churches without relying on expatriate pastors or permanent foreign infrastructure.



WATCH

FAMM's Breakthrough Strategy

Two minutes on how a single Movement Maker becomes a multiplying network of leaders, Story Groups, baptisms, and churches.

https://www.youtube.com/watch?v=U2sP6FkhH6M

SCAN TO WATCH

FIVE MINISTRY METRICS

FAMM tracks a simple set of outcomes that follow the disciple-making pathway. Leaders trained is the primary input, followed by Story Groups started, people reached, believers baptized, and churches planted.

2026 GOALS

200,000	40,000	466,000	30,000	4,000
LEADERS TRAINED	STORY GROUPS STARTED	PEOPLE REACHED	BELIEVERS BAPTIZED	CHURCHES PLANTED

2026 Progress Through June

FAMM reported the following year-to-date ministry results for January through June 2026:

87,517	17,235	193,482	11,547	1,554
LEADERS TRAINED	STORY GROUPS STARTED	PEOPLE REACHED	BELIEVERS BAPTIZED	CHURCHES PLANTED
of 200,000 goal	of 40,000 goal	of 466,000 goal	of 30,000 goal	of 4,000 goal







The Opportunity

FAMM is entering a pivotal season of organizational maturity and sustainable growth. For much of the ministry's history, founder and President Kevin Phillips has carried primary responsibility for fundraising while also serving as FAMM's chief strategist, vision caster, and field leader. As the organization has grown from approximately $1.9 million in annual revenue to more than $6 million, that model is no longer sustainable. The Vice President of Development is a newly created role designed to provide experienced leadership for the development function, strengthen and expand the current team, and allow Kevin to devote more of his time to the strategic and field work that is central to FAMM's future.

The person who steps into this role will inherit an established development team and a fundraising model that has already produced meaningful growth, while also having the opportunity to shape what comes next. FAMM intends to expand its development presence across the Southeast, add two to three gift officers over the next several years, and build the capacity required to support continued organizational growth. This leader will be expected to bring greater discipline, coaching, strategy, and accountability to the team while remaining personally engaged with major donors and key partners. The founders are intentionally building an organization that can outlast them, and the Vice President of Development is one of the first key leadership hires in that transition. For the right development leader, this is an opportunity to help build the structure, team, and fundraising capacity that can support FAMM's next chapter.



Candidate Profile

FAMM is seeking a development leader who can be both player and coach. This leader will have personally built and managed meaningful donor relationships, cultivated and closed significant gifts, and led other fundraisers within a development operation of sufficient scale and discipline to understand what it takes to move an organization to the next level. This person will be comfortable building a book of business rather than simply managing an inherited portfolio and will bring the credibility, relational instincts, and willingness to travel, ask, steward, and stay close to the field. As a leader, they will know how to use KPIs as a tool for meaningful coaching and accountability, develop and encourage team members, sharpen top performers, and recruit new gift officers who can thrive in FAMM's relationship-driven model. This role is for a seasoned practitioner who has seen strong fundraising practice up close, understands what drives sustained results, and has the judgment to strengthen and adapt a good existing playbook.



Responsibilities

- Lead FAMM's Development Function: Provide day-to-day leadership and strategic direction for FAMM's development efforts, translating organizational priorities into clear fundraising strategies, goals, forecasts, and plans.
- Lead and Develop the Development Team: Provide leadership, coaching, encouragement, and accountability to the existing development team, using FAMM's established KPIs to create consistent rhythms of performance, professional growth, and shared success.
- Expand FAMM's Development Capacity: Build a practical strategy for expanding FAMM's donor and church presence across the Southeast, including recruiting, hiring, and onboarding two to three additional development officers over the next several years.
- Cultivate Major Donor Relationships: Personally build and manage a portfolio of major donors and prospects, developing relationships, making significant gift asks, and modeling FAMM's highly relational approach to development.
- Broaden FAMM's Base of Support: Deepen relationships with individuals, churches, foundations, and other partners while identifying new opportunities for engagement and investment, particularly across the Southeast.
- Manage the Development Pipeline and Forecast: Maintain visibility into donor portfolios, prospective gifts, and fundraising activity, using CRM data and FAMM's development KPIs to forecast revenue, evaluate progress, and inform strategy.
- Partner with the President on Principal Relationships: Work closely with Kevin Phillips on major and principal donor strategy, exercising sound judgment about when his involvement can strengthen a relationship or advance a significant opportunity while allowing the development team to lead effectively.
- Collaborate Across the Organization: Partner with Brooke Phillips and other FAMM leaders to ensure donor communications, proposals, experiences, and development initiatives accurately reflect FAMM's mission, ministry impact, and organizational priorities.
- Represent FAMM Externally: Serve as a credible and compelling representative of FAMM with donors, churches, foundations, and other partners, including regular travel throughout the United States and opportunities to experience and represent FAMM's work in South Asia.



Qualifications

- Seven or more years of progressive development experience, including substantial major-gift responsibility and a demonstrated record of securing gifts of $100,000 or more.
- Experience leading, managing, or directly coaching professional fundraisers, with a demonstrated ability to develop people and build a healthy, accountable team culture.
- Experience within a development operation comparable to or larger than FAMM's current scale, ideally during a period of meaningful organizational growth, expansion, or professionalization.
- Demonstrated ability to develop fundraising strategy, manage donor pipelines and portfolios, forecast revenue, use CRM data effectively, and translate performance metrics into action.
- A successful track record as a major-gift fundraiser with the ability and desire to remain personally engaged with donors while leading others.
- Strong relational judgment and the ability to build trusted relationships with founders, senior leaders, major donors, pastors, churches, and other key stakeholders.
- The maturity and confidence to lead within a founder-led organization that is intentionally transferring meaningful operating responsibility to professional leaders while retaining the founders' vision, relationships, and field leadership.
- A genuine and growing relationship with Jesus Christ, commitment to the Great Commission, and alignment with FAMM's Statement of Faith, with the spiritual maturity and integrity to represent FAMM across a broad evangelical community.
- Familiarity with Virtuous or a comparable donor CRM is beneficial.
- Existing relationships within the Southeast evangelical church and donor community, experience recruiting major-gift officers in new markets, and experience in missions, church planting, or global ministry are highly valued.
- Bachelor's degree and willingness to travel regularly within the United States and internationally.



Call to Action

Nominations, expressions of interest, and applications will be treated with complete confidentiality. Candidates should submit a resume to CarterBaldwin Executive Search. For more information or to discuss the opportunity in confidence, please contact Rodney Anderson.

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