

TWR CANADA

DIRECTOR OF DEVELOPMENT



Role Type / Level	Executive / Senior Leadership
Department	Development / Donor Relations
Employment Type	Permanent, Full-Time
Salary Range	\$72,000 – \$92,000

ABOUT TWR CANADA

Founded in 1973, TWR Canada's mission is to assist the Church in making disciples of all people by sharing Christ through media around the world. Partnering globally and locally, TWR Canada facilitates, creates and supports Christian programming, discipleship resources, and dedicated missionaries, spreading the message of Jesus Christ through radio broadcasts, digital platforms, and face-to-face engagements. TWR Canada impacts lives for Christ through meaningful connections and transformative communications.

ROLE SUMMARY

The *Director of Development* provides active leadership to TWR Canada's fundraising and donor engagement, ensuring the organization has the financial resources to fulfill its mission. This role blends frontline donor cultivation with strategic leadership, managing a personal portfolio of major and mid-level donors while building and guiding a national team of development staff, donor liaisons, regional representatives, and event contractors.

Reporting directly to the President & CEO and serving on the Senior Leadership Team, the Director will design and implement a comprehensive fundraising strategy, expand foundation and institutional giving, steward and grow donor relationships, and build a culture of generosity that reflects Christ-centered stewardship.

MINISTRY FOCUS

TWR Canada is a Christ-centered, mission-focused organization. Every employee will:

- Affirm alignment with TWR Canada's mission and core values
- Model Christ-like character both professionally and personally
- Participate in prayer and spiritual gatherings as part of staff community life
- Support stakeholders spiritually and relationally, reflecting TWR's values in all interactions

KEY RESPONSIBILITY

Fundraising & Donor Engagement

- Manage a personal donor portfolio of major and mid-level supporters, taking direct responsibility for cultivating, soliciting, and stewarding gifts that align with annual fundraising targets.
- Develop and sustain strong relationships with churches, Christian foundations, and ministry partners across Canada, ensuring TWR Canada is positioned as a trusted and impactful ministry partner.

- Lead and oversee the foundation and grant process in cooperation with the Strategic Partnership Manager, including research, proposal development, application submission, and ongoing stewardship reporting. Ensure all initiatives align with ministry priorities, meet compliance requirements, and strengthen long-term institutional relationships.
- Collaborate closely with Marketing & Communications Services to design and deliver integrated donor communications (appeals, newsletters, annual reports, impact updates), ensuring consistency of message, brand, and donor engagement.
- Represent TWR Canada publicly at donor visits, foundation meetings, church services, and national events, serving as both a frontline fundraiser and an ambassador of the organization's mission and values.

Team Leadership & Coaching

- Lead, coach, and support the Development team, including Development Officers, donor relations staff, regional representatives, liaisons, and event contractors, ensuring alignment with organizational fundraising goals.
- Mentor team members in portfolio management, donor engagement, solicitation techniques, and stewardship strategies, modeling best practices through personal example and ongoing training.
- Equip and guide board members and volunteers engaged in fundraising, providing tools, encouragement, and training to strengthen their effectiveness in donor cultivation and solicitation.
- Foster a collaborative, Christ-centered team culture, emphasizing prayer, mutual accountability, and a shared commitment to excellence in fundraising and donor stewardship.

Strategic Planning & Revenue Growth

- Design and implement TWR Canada's national fundraising strategy, ensuring alignment with organizational priorities, ministry vision, and long-term financial sustainability.
- Diversify revenue streams through development of major gift pipelines, planned giving programs, foundation partnerships, grant opportunities, donor acquisition campaigns, and innovative fundraising initiatives.
- Monitor and analyze donor data and fundraising metrics (including donor retention, giving patterns, campaign ROI), and present clear insights and KPIs to the Senior Leadership Team and Board for informed decision-making.
- Collaborate cross-departmentally with Marketing & Communications, Strategic Partnerships, Ministry Services and Finance to ensure integrated planning, aligned messaging, and accurate financial forecasting.

Events & Campaign Oversight

- Oversee the planning and execution of national and regional fundraising events, ensuring they are mission-aligned, donor-focused, and executed with excellence.
- Maximize the return on investment for all events and campaigns, setting clear goals for donor engagement, financial outcomes, and spiritual impact.
- Shape and approve fundraising messaging for events, ensuring consistency of donor communication, clarity of case for support, and alignment with TWR Canada's mission and values in cooperation with the Marketing & Communications team.
- Support and guide Development Officers and regional staff in their event planning, ensuring alignment with organizational standards and providing strategic input to strengthen outcomes.

Organizational Leadership

- Serve as a key member of the Senior Leadership Team, contributing to organizational planning, decision-making, and the integration of fundraising strategies into overall ministry priorities.
- Uphold and model fundraising ethics, ensuring donor confidentiality, compliance with CRA regulations, and adherence to Christian stewardship principles.
- Champion a culture of generosity and prayer within the organization, regularly encouraging and modeling Christ-centered stewardship in all aspects of donor relations and team leadership.

SKILLS & QUALIFICATIONS

- Demonstrated commitment to TWR Canada's mission and core values.
- Proven success in frontline fundraising with experience in major gifts, planned giving, and foundation relations
- Demonstrated ability to manage a donor portfolio and achieve fundraising targets
- Leadership experience managing development staff, contractors, and volunteers
- Excellent written, verbal, and public speaking skills; adept at donor storytelling and impact communication
- Strategic thinker with the ability to also work hands-on in donor engagement and events
- Strong analytical skills with proven ability to interpret donor data and leverage CRM tools for insights
- Experience training and collaborating with boards and volunteers in fundraising roles
- Proficiency in donor management software and Microsoft Office Suite
- Ability to manage multiple priorities in a fast-paced environment
- Willingness to travel nationally for donor meetings, church visits, and events

The above description provides an overview of the responsibilities and expectations associated with this position. It is not an exhaustive list of all tasks, duties, or qualifications required. Responsibilities may evolve based on organizational needs.

A police background check and affirmation of TWR Canada's Statement of Faith are conditions of employment.

EDUCATION & EXPERIENCE

- Bachelor's degree in Business, Nonprofit Management, Philanthropy, Communications, or related field
- Minimum of 7–10 years' experience in fundraising and development, with at least 5 years in leadership
- CFRE designation (or progress toward certification) considered an asset
- Experience in faith-based or nonprofit fundraising strongly preferred
- Valid driver's license required; role involves travel across Canada

LOCATION & COMPENSATION

- Permanent, full-time position (40 hours/week), during core business hours, Monday to Friday, based in our London, Ontario office (hybrid work arrangements considered)
- Travel required across Canada for donor engagement, church relations, and events
- Salary range \$72,000–\$92,000 commensurate with education and experience
- Benefits package includes dental, extended health care, life insurance, and Employee Assistance Program (EAP), available after the probationary period

- Employer-matching RRSP contributions
- Three weeks' vacation per year, pro-rated based on start date

HOW TO APPLY

Interested candidates should submit a combined PDF of their résumé and cover letter, outlining their experience and alignment with TWR Canada's mission and values. Applications without a cover letter will not be considered. Follow this link to apply: [TWR Canada- Director of Development](#)

Applications will be reviewed on a rolling basis. The deadline to apply is May 29, 2026, or until the position is filled.