



Vice President for
Development

Washington, DC



Bread for the World

Bread for the World is a Christian advocacy organization urging U.S. decision makers to do all they can to pursue a world without hunger. Our mission is to educate and equip people to advocate for policies and programs that can help end hunger in the U.S. and around the world.

Bread for the World has a 501(c)3 affiliate, Bread for the World Institute, which provides research and analysis on hunger and strategies to end it.

Nearly one in ten people around the world goes to bed hungry at night. One in four children under age five is severely malnourished. But it doesn't have to be that way.

Hunger is solvable. Churches, charities, food banks, and nonprofit organizations can't solve hunger alone. Government programs and policies play an important role.

As Christians and activists, we can leverage our collective power and resources to make hunger a problem of the past through making government policies and programs work better.

When enough people speak up, government leaders listen. With the support of individuals in the U.S. and around the world, together we can reach the people with the power and resources to make hunger a problem of the past. **Every voice matters.**

Bread equips our network of 300,000 supporters, representative of every U.S. Congressional district, to write personal letters and emails, meet with their members of Congress, and work with others to end hunger.

Alongside churches, campuses, and other organizations, Bread engages people in organized advocacy to address hunger, malnutrition, and poverty in the U.S. and around the world.

Bread for the World supporters contribute 100,000 thoughtful constituent contacts with Congress each year. The policies and programs Bread fights for have impacted 320 million people in the U.S. and more than 7 billion people around the world.



Bread for the World's Impact

SNAP, formerly called food stamps, is one of the most efficient anti-hunger programs. Bread for the World has worked to make sure this safety net is always available when a crisis hits, such as the COVID-19 pandemic or a country-wide recession. As a result, **40 million Americans have been directly impacted by the increases in access, eligibility, and benefits that Bread for the World has fought for in SNAP.**

In 2017, Congress passed tax changes that meant 11 million children in U.S. households with the lowest incomes received no improvement in the Child Tax Credit, while households earning as high as \$400,000 received large increases. **Bread for the World's efforts to expand and extend the Child Tax Credit amid the COVID-19 pandemic helped reduce childhood poverty in the U.S. by nearly 45 percent.**

Bread was instrumental in helping the bipartisan **Global Malnutrition Prevention and Treatment Act** (H.R. 4693) come into being. Bread worked with the congressional champions to draft language in the bill, guide it through committee, and helped ensure its final passage. Thousands of Bread members contacted their congressional delegations to urge them to cosponsor and support the legislation, and it passed in September 2022. Tens of millions of children and women around the world benefit from the bill, which helps existing U.S. global nutrition programs become even more effective and strengthens support for countries in their national efforts to prevent and treat child and maternal malnutrition.

\$5B+

raised for humanitarian efforts

5M

constituent contacts with Congress

1M

reached by our message of hope

In 2025, Bread launched *Nourish Our Future*, a campaign to address childhood hunger through improvements in the Child Tax Credit, WIC (the U.S. government program to help Women, Infants, and Children receive sufficient nutrition), and global nutrition.

We are also celebrating Bread's 50th anniversary with a fundraising campaign, *Generations*. Despite decades of progress in reducing hunger around the globe in the recent past, the world is now experiencing the worst hunger crisis in a generation. This campaign will help Bread engage the scale of the hunger problem through increased funding to *Strengthen* Bread's core programs, *Expand* with new initiatives, and *Sustain* Bread for future generations. The quiet phase of the campaign is ongoing. More information is online at www.bread.org/generations.



The Opportunity – Vice President for Development

Bread for the World is seeking a Vice President for Development to lead a strategy to secure the financial resources to meet Bread for the World and Bread for the World Institute's annual consolidated budget of \$14 million through membership-level fundraising, major gifts, and foundation grants. This position will lead, alongside the President/CEO, a comprehensive fundraising campaign of \$80 million (inclusive of the annual budgets for the campaign years) through 2027, called Generations.

The Vice President oversees deputy directors for membership giving and foundation relations; managers for campaign and stewardship, events, and major and planned gifts operations; regional major gift officers; and a mid-level gifts officer.

Primary responsibilities

1. Support and partner with the President/CEO and some members of the Board of Directors on major fundraising initiatives.
 - a. Lead the organization, along with the President/CEO and board of directors, in setting strategy and implementation for major fundraising campaigns and related program components such as the Generations 50th Anniversary Campaign.
 - b. Oversee the Campaign and Stewardship Manager in project managing the Generations Campaign and in the creation of stewardship plans that will delight and engage donors, including the development and launch of a Women's Giving Circle.
2. Develop and manage a major donor plan that maintains current major donors and identifies and cultivates new major donors.
 - a. Maintain a portfolio of major donors for regular engagement.
 - b. Manage the Manager for Major and Planned Gifts Operations in setting and implementing the strategy for increasing planned gift commitments and stewarding planned gift donors.
 - c. With the support of the Manager for Major and Planned Gifts Operations, manage major gift representatives.
 - d. Supervise the Mid-level Giving Officer in setting strategy and implementation of the mid-level giving program.
3. Manage the Deputy Director for Membership Giving in setting and implementing strategy for the direct response membership fundraising program. This includes assistance with managing our external direct response agency partner.
4. Manage the Deputy Director for Foundation Relations in developing and implementing a foundation engagement strategy and fundraising plan in coordination with the Managing Director and relevant directors.
5. Establish and support a strategic church partner fundraising plan in coordination with the Director of Organizing and Faith Engagement.
6. Collaborate with the Vice President for Finance and Administration to ensure that Bread's fundraising and financial management strategies are in sync.
7. Identify, develop, and mentor a high-performing development team.

Secondary responsibilities

1. Through cross-departmental teams and working groups, collaborate with senior management team to contribute to effective and efficient organizational administration.
2. Develop and manage department budget.
3. Monitor all donor information. Provide and present statistical analysis to organizational leadership.
4. Alongside the President/CEO and Board Liaison, manage and support a board committee focused on fundraising, the Development/Generations Committee. Support board fundraising activities.



Qualifications and Skills

The next Vice President for Development will be a dynamic leader with experience in all aspects fundraising.

Key characteristics and required skills

- Bachelor's degree, plus additional related college courses or professional training. Master's degree in relevant field preferred.
- Minimum of ten years' experience in managing fundraising programs and staff. Record of successful fundraising strategy and implementation.
- Experience managing broad-based fundraising efforts, including maintenance of end-of-life gift program.
- Certified Fundraising Executive or broad and in-depth knowledge of fundraising.
- Strong relational skills and public speaking experience. Interest in and ability to engage donors of all backgrounds, ethnicities, races, genders, and points of view to expand Bread's membership across the theological spectrum of the Christian faith.
- Strong verbal and written communication and interpersonal skills, with the capability of reaching groups of various sizes and types across organizational hierarchies, structures, and geographical distances.
- Ability to contribute to strategic decision-making affecting organization-wide priorities.
- Ability to build strategic relationships, which require advanced leadership skills.
- Knowledge of Microsoft Office and Raiser's Edge.

Work environment issues

- Must be authorized to work in the U.S.
- Must be able to travel up to 25% of the time.
- Must be responsive to emails and phone calls outside of regular business hours when necessary to support time-sensitive matters.
- Must be able to create a welcoming, safe, and supportive work environment for staff in this department and across the organization.
- This position is based in Washington, D.C. Bread is a hybrid organization.



Additional Considerations

Range

The salary range for Vice President for Development is \$175,000 to \$190,000.

Hybrid Work Policy

Bread staff includes employees who are local to Washington, DC; remote around the United States; and hybrid.

We believe that great work can be done remotely and also value the time that our teams have in-office and together. We trust staff to do their job well from wherever they may be, and we ensure that staff have the tools and support needed to do so.

Standard work hours of 9 a.m. to 5 p.m. Monday through Friday are expected of all employees.

The Vice President for Development position is hybrid. The Vice President is required to work in the Washington, DC office at least 2 days per week, including one “anchor day” per week when all DC-based staff work from the DC office together. Tuesday is the current anchor day.

Hybrid staff choose whichever additional day/days per week they will work from the DC office in consultation with their managers. In many cases, departments have agreed on a secondary in-office day as a group so that the team can collaborate and meet in person. In addition to Tuesday’s anchor day, the development department is also often in the office on Thursdays.

Benefits

Bread for the World prioritizes coverage for employees and employees’ loved ones in the event of unforeseeable circumstances so staff can focus on fulfilling career potential and leading healthy, well-rounded lives. Full-time staff members have access to benefits such as:

- Medical, dental, and vision coverage with generous employer contribution. Employees may enroll legal spouses and dependent children up to age 26 regardless of student or marital status. A domestic partner is defined as a person who cohabitates or resides with the employee in a domestic partnership, same sex or otherwise, and can document evidence of financial interdependence existing for at least six consecutive months prior to application.
- Employer-paid life and disability insurance
- 8.6% 401(k) contribution and access to a retirement/financial adviser
- Healthcare reimbursement account
- Flexible spending accounts for medical and dependent care
- Paid time off and ability to carry some vacation over to the following year
- Pre-tax transportation/SmartBenefits program
- Employee assistance program (EAP)
- Worldwide emergency assistance services for traveling employees and their families
- Credit union option
- On-site gym for D.C.-based employees



Values and Cultural Expression

Bread Values

1. **We value our faith.** Our faith in Christ is the foundation for our hope, story, mission, and values, and compels us to love our neighbors near and far.
2. **We value human flourishing.** We believe that every human being, created in the image of God, has inherent dignity that affords an opportunity to be in right relationship with God, self, neighbor, and the environment, and to freely access enough nutritious food for good health.
3. **We value justice.** We seek to establish effective systems, structures, and policies that affirm equality and advance equity among all human beings and protect people who experience hunger and poverty from oppression.
4. **We value courage and prophetic voice.** In a spirit of wisdom and love, we will be bold in articulating and pursuing our vision of a world without hunger.
5. **We value nonpartisanship.** We believe that effective and sustainable public policies are made when, in good faith, we employ a civil and politically unbiased approach to develop and implement laws and programs to achieve our mission.
6. **We value collaboration.** We believe in working alongside and building community with diverse churches, institutions, and individuals, including people experiencing hunger, to achieve our mission.
7. **We value impact.** We strive for excellence in our work and hold ourselves and our nation's leaders accountable in the pursuit of public policies that render measurable results and meaningful change for those affected by hunger.

Cultural Expressions

Bread for the World strives to be a rewarding workplace.

A Director for Spiritual Formation and Wellness is charged with creating programs focused on training and wellness for staff.

Bread practices tolerance for different religious expressions.

Bread for the World welcomes all people – whoever they are and wherever they are on their journey. We celebrate the gifts of God that empower us to engage boldly in the struggles of life and to care for others with love, justice, and compassion. We value and embrace differences. We foster an environment of diversity and welcome opportunities to become more inclusive. We work to strengthen the presence and participation of diverse constituencies in our office, our outreach, and all of our work.

We believe that each of us deserves dignity and respect in the workplace. Bread for the World is committed to ensuring that our employees can carry out their assigned duties in an environment free from discrimination on the basis of a protected characteristic and free from harassment. Building mutual trust and respect requires personal and professional behavior that is considerate toward colleagues.

Bread is committed to advancing racial equity externally and internally, and all staff members play a vital role. In the course of our work, each staff person should work to apply a racial equity lens to their work and practices; and participate in racial equity ongoing training.



Organizational Structure

Bread for the World is governed by boards of directors. The board elects the President/CEO.

The President/CEO brings policy recommendations to the boards and oversees the work of the organizations' staff. The President serves as the primary spokesperson for the organization and focuses mainly on external representation.

Management

The Managing Director and Vice Presidents report to the President.

The Managing Director oversees department heads for Government Relations, Organizing & Faith Engagement, Policy and Research Institute, and Strategic Communications and Campaigns. Each is led by a director who oversees staff members in their departments.

The Vice President for Finance & Administration oversees finance, administration, and human resources staff as department head. The position also oversees the Director of Information Services, who in turn oversees staff in Information Services.

The Vice President for Development serves as department head overseeing departmental teams focused on major and mid-level giving, membership fundraising, foundations, and events.

Staff develop work programs within the framework of organization-wide and departmental plans. All staff are encouraged to contribute to important decisions through cross-departmental teams, department meetings, and staff-wide meetings.

Departments

Government Relations provides leadership in developing and articulating Bread's policy positions,

legislative goals, and lobbying strategies for achieving policy goals with Congress.

Organizing and Faith Engagement builds and supports Bread's grassroots network across the country and develops and maintains good working relations with national and regional church leadership across the denominational spectrum.

Policy and Research Institute provides policy analysis on hunger and strategies to end it. It educates Bread's network, opinion makers, policy makers, and the public about hunger in the U.S. and around the world.

Development and Membership is responsible for raising adequate financial support to underwrite the budget through mail appeals to members; gifts from major donors; support from churches and church agencies; grants from foundations, corporations, and other institutions; and estate and planned gifts.

Finance and Administration carries out the tasks necessary to operate and maintain the organization through financial management, budgeting, accounting, personnel, office management, physical resources, and information technology.

Program General is responsible for organizational and program planning, board relations, organizational evaluation, and management. This department also seeks to strengthen the spiritual life of the staff, board, and membership.

Strategic Communications and Campaigns leads efforts to communicate with the broad public through media relations, publications, and online media; is responsible for ensuring the organization speaks with one voice; and raises the public profile of the organization.



[Apply here.](#)

Position description online at bread.org/careers.

All first-round interviews for this position will take place via telephone/video conference. Background and reference checks will be conducted on all final candidates. The information in this job description indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, nor to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications, and objectives required of employees assigned to this job.

Bread for the World is an Equal Opportunity Employer and is seeking a diverse slate of candidates for formal consideration.