



DONOR ENGAGEMENT SPECIALIST

ABOUT KIDS HOPE USA

At Kids Hope USA, we believe that all kids matter to Jesus and that the local church is uniquely called to care for children in their community. Students deserve caring and consistent adults in their lives to help them thrive. Since 1995, Kids Hope USA has lived into that belief and into our mission to build life-changing relationships, one at a time.

Kids Hope USA pairs community-focused churches and faith-friendly community partners with their neighborhood schools to send volunteer mentors into the schools to meet with students in a one-on-one mentoring relationship. Today, Kids Hope USA is represented in nearly 750 mentoring programs across the country.

Do you share our passion to mobilize the local church to bring hope to the lives of children in their community? Are you a relational, creative, and collaborative team member with a heart for connecting people to meaningful impact and a proven ability to engage and steward supporters? Are you looking for purposeful work with a growing organization that is making a lasting difference in the lives of children?

CORE VALUES

Relationships Matter: Christ first, you second, me third. You belong. Stronger together. Mentoring makes a difference.

Be Excellent: Be curious. Do what you say you will do. Raise the bar.

Keep It Simple: Less is more. Keep the main thing, the main thing.

Go Together: United by Faith. How can I help? Collaborate.

Believe What's Possible: Keep dreaming. Why not? Try something new. Say YES!

POSITION DESCRIPTION

- *Hourly, full-time*
- *Pay Range: \$23 - \$28 per hour, depending on experience*
- *Reports to: Director of Communications & Engagement*
- *Location: Zeeland, MI*

As a Donor Engagement Specialist, you will cultivate and steward meaningful relationships with individuals, foundations, and business who financially support Kids Hope USA's mission. You will serve on the Communications & Engagement Team, working collaboratively to inspire generosity, strengthen donor connections, and expand Kids Hope USA's community of supporters – ensuring donors feel valued, informed, and connected to the life-changing impact of mentoring.

The role directly supports Kids Hope USA's ability to grow mentoring programs in schools and communities across the country by fueling the mission through faithful stewardship and strategic donor engagement.

BUILDING RELATIONSHIPS

- Build and steward a portfolio of individual donors through consistent, personalized engagement
- Initiate and nurture relationships with new prospective donors, foundations, and business partners
- Communicate the mission, vision, and impact of Kids Hope USA through donor conversations, meetings, written communication, and presentations
- Create meaningful donor touchpoints that connect generosity to real stories and outcomes
- Identify opportunities for deeper donor engagement and increased support
- Utilize tools and resources to prospect, connect, nurture, and track donor relationships

ORGANIZATION & STRATEGIC CONNECTIONS

- Execute donor engagement strategies aligned with the annual Donor Engagement Plan
- Represent Kids Hope USA at donor gatherings, meetings, events, and select community opportunities
- Maintain accurate donor records, communication history, and relationship progress in Raiser's Edge NXT in accordance with organizational policies
- Analyze donor data and giving trends to inform strategy, planning, and goal-setting
- Support foundation and corporate engagement through research, grant writing, reporting, and follow-up
- Collaborate with broader Kids Hope USA team to support donor-facing materials, newsletters, and impact updates
- Engage in team meetings, training, and collaborative planning
- Develop, measure, and achieve individual donor engagement and fundraising goals
- Live into Kids Hope USA's core values while working together to achieve organizational objectives

WHAT WE'RE LOOKING FOR

We are seeking a candidate with at least 2 years' experience working in a fundraising or development related role. The successful candidate will have the following skills:

Mission-Aligned: Commitment to and passion for the mission of Kids Hope USA and a desire to see children thrive through mentoring and the local church.

Relationship Builder: Naturally connects with people, enjoys nurturing long-term relationships, and identifies opportunities for deeper engagement and generosity.

Donor & Customer-Focused: Demonstrated experience in donor relations, account management, customer service, or a related field (minimum of 2 years preferred).

Effective Communicator: Strong written and verbal communication skills, with the ability to represent Kids Hope USA clearly, warmly, and professionally.

Strategic & Analytical Thinker: Enjoys working with data, analyzing trends, and using insights to inform donor strategy and engagement.

Organized & Detail-Oriented: Manages multiple priorities with accuracy, follow-through, and strong attention to detail.

Tech-Savvy: Comfortable using Microsoft Office and fundraising or CRM tools and eager to learn new systems.

Self-Motivated & Coachable: Individually driven, proactive, and open to feedback and continuous learning.

WHY JOIN US?

The mission of Kids Hope USA has never been more important, and the opportunities for growth are abundant. Kids Hope USA has a well-earned reputation for excellence in stewardship, leadership, and mission impact. If you are looking for meaningful work with a passionate, high-performing team and want to play a key role in connecting generosity to life-changing outcomes - we look forward to hearing from you.

To express interest in this role, please submit resume & cover letter to careers@kidshopeusa.org