

**Position**

Development Director

Division

Development

Designation

Full-time, exempt employee

Supervisor

Chief of Staff

Salary

\$115,000-\$130,000/year, plus benefits

Location

Laguna Niguel, CA

Benefits

- Anthem Blue Cross health insurance
- 403b Retirement plan with matching employer contribution
- 160 hours of paid time off per year
- 11 paid holidays per year

About Exodus Cry

Exodus Cry is a leading anti-trafficking nonprofit organization with a vision to abolish the global sex trade and eradicate exploitative pornography. We fight to create a world where every person is free, utilizing three pillars:

1. Expose Exploitation - Through films and media, we reveal the realities of the sex trade and mobilize the public to act.
2. Change the Law - We advocate for policies that protect victims and hold exploiters accountable worldwide.
3. Restore Survivors - We offer a way of escape for current sex trade victims and provide trauma care, resources, and long-term support so survivors can rebuild their lives.

Our award-winning films and social content have received over 100 million views and have helped shape laws around the world after being seen by audiences at the United Nations, U.S. Congress, and both the Canadian and United Kingdom Parliaments. Our outreach teams have reached over 5000 exploited women and children in 12 countries and we've provided over 1500 hours of trauma therapy for survivors of sex trafficking.

Founded in 2008 and based in South Orange County, California, we're inspired by Jesus' call to set the captives free, as laid out in Luke 4:18. Learn more at exoduscry.com, on [Instagram](#), or on [YouTube](#).



Position Overview

The Director of Development leads all fundraising and donor engagement efforts at Exodus Cry. This role owns revenue strategy, cultivates high-level donor relationships, and drives event-based fundraising initiatives to ensure sustainable growth.

This is a senior, highly relational leadership role for a seasoned fundraiser who can both build and close—developing new donor pipelines while deepening existing partnerships. The role is both strategic and hands-on, with responsibility for scaling the development function over time.

KEY RESPONSIBILITIES

Fundraising Strategy & Revenue Ownership

- Own and execute annual and long-term fundraising strategy
- Drive \$3.5M+ in annual revenue across major gifts, monthly giving, and campaigns
- Track performance against goals and adjust strategy as needed

Donor Relationships & Stewardship

- Manage and grow relationships with major donors, foundations, and key partners
- Serve as primary relationship owner and closer for high-capacity donors
- Ensure consistent, high-quality communication, stewardship, and impact reporting

Event Fundraising

- Lead strategy and execution for fundraising events (e.g., galas, conferences, donor gatherings)
- Ensure events drive revenue, deepen engagement, and reflect brand excellence
- Oversee event budgets, vendors, and post-event performance

Team Leadership

- Lead and develop development and events staff
- Set priorities, delegate effectively, and manage performance
- Foster a high-accountability, mission-aligned team culture

Cross-Functional Collaboration

- Partner with Communications, Programs, Operations, and Executive Leadership
- Ensure alignment between fundraising strategy, messaging, and organizational priorities

Operations & Compliance

- Own development budget and financial stewardship
- Oversee CRM systems and donor tracking processes
- Ensure compliance with nonprofit fundraising regulations
- Prepare reporting for executive leadership and Board

MINIMUM QUALIFICATIONS

Experience

- 7+ years of nonprofit fundraising experience, with a focus on major gifts
- Proven track record of raising \$3M+ annually, including five- and six-figure gifts
- Experience building and managing a portfolio of high-capacity donors
- Demonstrated success developing and executing fundraising strategies that drive revenue growth
- Experience leading fundraising events from strategy through execution
- Experience developing new donor pipelines through outreach, networking, and partnerships
- Experience managing staff or leading cross-functional teams

Skills

- Strong relationship-building and closing ability with high-capacity donors
- Strategic thinker with the ability to execute a multi-channel fundraising plan
- Strong operational mindset with experience managing systems and pipelines
- Excellent written and verbal communication skills

Technical

- Proficiency with CRM systems (e.g., Salesforce, Bloomerang, DonorPerfect)

Education

- Bachelor's degree preferred (or equivalent experience)

Other

- Alignment with the faith-based mission of Exodus Cry

Work Environment & Physical Requirements

- Ability to work at a computer for extended periods
- Ability to lift up to 15 pounds occasionally
- Ability to travel as needed, including occasional interstate travel
- In-office Monday–Thursday in South Orange County; remote work optional on Fridays



Application Requirements

Submit your resume and cover letter to oliviaburnett@exoduscry.com

CONTACT

Exodus Cry
Attention: Olivia Burnett