

Access to Success (A2S)

Access to Success (A2S) is a U.S.-based Christian nonprofit organization founded by Andrew Lovedale. Having grown up in Benin City, Nigeria, Andrew experienced firsthand the challenges many young people face in accessing educational and economic opportunities. His journey inspired the creation of A2S, which exists to provide sustainable programs that generate positive change for children, youth, and communities in Nigeria.

We are passionate about helping children achieve their dreams; we dedicate ourselves to creating pathways for new opportunities while improving our program participants' surrounding community.

Development Director Job Description

The Development Director provides strategic leadership for fundraising, donor engagement, and partnership development at Access to Success. Working closely with the Founder/President, Board of Directors, and key stakeholders, this role is responsible for expanding the organization's donor base, strengthening supporter relationships, and securing the resources needed to advance A2S's mission and long-term growth. The ideal candidate is a relationship-driven leader who excels at building partnerships, inspiring generosity, and connecting people to the transformative impact of A2S.

As a representative of A2S, the Development Director is expected to embody the organization's Christ-centered mission and values. Candidates should demonstrate a mature and growing Christian faith, active engagement in a local church, and a commitment to integrating biblical principles into leadership, stewardship, relationship building, and service. The successful candidate will represent A2S with integrity, humility, professionalism, and a passion for advancing opportunities for children and youth.

Key Responsibilities

Donor Acquisition & Revenue Growth (50%)

- Lead the development and execution of A2S's fundraising strategy to achieve annual revenue goals.
- Grow and diversify funding through individual donors, major gifts, churches, corporations, foundations, and strategic partnerships.
- Build and oversee a healthy donor pipeline that supports long-term organizational sustainability.
- Identify and pursue new funding opportunities aligned with A2S's mission and strategic priorities.
- Collaborate with the Founder/President to secure transformational gifts and expand philanthropic investment.

Donor Engagement & Stewardship (20%)

- Develop and implement donor engagement and stewardship strategies that strengthen relationships and increase donor loyalty.
- Ensure donors receive meaningful communication, recognition, impact reporting, and engagement opportunities.
- Oversee donor retention efforts and recurring giving initiatives.
- Support the cultivation and stewardship of major donors and key organizational partners.
- Maintain systems that track donor engagement, performance, and relationship management.

Executive & Board Partnership (20%)

- Serve as a strategic fundraising partner to the Founder/President
- Prepare donor strategies, prospect research, and engagement plans for leadership and board members.
- Equip and support board members in fundraising, donor cultivation, and relationship-building activities.
- Coordinate major donor meetings, proposals, and follow-up activities.
- Help maximize leadership involvement in high-value fundraising opportunities.

Strategic Partnerships & External Relations (10%)

- Build and strengthen relationships with churches, corporations, foundations, community organizations, and other key stakeholders.
- Represent A2S at events, conferences, and networking opportunities.
- Increase organizational visibility, credibility, and community engagement.
- Develop partnerships that advance funding, volunteer engagement, mentorship, and other mission-aligned opportunities.

Annual Performance Expectations

- Secure **50–75** new individual donors annually.
- Secure **25–30** new recurring monthly donors annually.
- Identify **25–30** qualified donor prospects each quarter.
- Conduct meaningful outreach to **25+** new prospects quarterly.
- Generate **\$150,000–\$250,000+** in new annual revenue through acquisition and stewardship efforts.
- Maintain a donor retention rate of **65% - 70% or higher**.
- Schedule **12–24 qualified strategic donor meetings annually (1–2 per month)** for the Founder/President.

Qualifications

- Bachelor's degree or equivalent professional experience.



ACCESS2SUCCESS

Share Smiles. Inspire Hope. Empower Dreams.

- 5-10 years of experience in fundraising, donor relations, development, sales, business development, or relationship management.
- Proven success securing and stewarding donors, clients, sponsors, or strategic partnerships.
- Strong networking and relationship-building abilities.
- Excellent verbal, written, and presentation skills.
- Experience managing donor databases, CRMs, or fundraising platforms.
- Ability to work independently while managing multiple priorities.

Preferred

- Experience in nonprofit fundraising and advancement.
- Experience securing major gifts, sponsorships, grants, and strategic partnerships.
- Experience working with churches, faith-based organizations, or Christian ministries.
- Familiarity with international development, education, workforce development, or community empowerment programs.
- Experience supporting executive-level fundraising efforts.

What We Offer

Compensation: Salary range: **\$70,000–\$90,000**, commensurate with experience and qualifications. Eligibility for **performance-based bonuses**.

Benefits

- Mission-driven, Christ-centered work environment.
- Supportive and engaged Board of Directors and staff team.
- Professional development and leadership growth opportunities.
- Flexible work arrangements as approved by leadership.

Travel: This position requires approximately **20–30% travel**, including donor meetings, fundraising events, conferences, church partnerships, and occasional trips to Nigeria to experience A2S programs and impact firsthand.

How to Apply: Please submit your application materials to humanresources@a2sfoundation.org.