



Development Associate – Kentucky & Tennessee Expansion (Remote)

Reports to: Chief Advancement Officer (CAO)

Time: Salary; flexible schedule, ~40 hours/week

About Musana:

Building Self-Reliant Communities Through Faith and Enterprise. For years, efforts to address Africa's challenges have relied on outside aid, meeting urgent needs but rarely creating lasting change. Musana believes there's a better way: by building locally owned schools, hospitals, and businesses that generate their own income, we equip communities to thrive for generations - free from dependency, rich in opportunity, and guided by their own vision for the future. Our work is rooted in Christian faith, putting Jesus first in all we do, and seeking to reflect Kingdom values in every enterprise we build.

The Role:

Musana is seeking a self-starting, mission-driven Development Associate to lead fundraising efforts in Kentucky and Tennessee. This remote, entrepreneurial position requires autonomy, initiative, and a results-oriented mindset, with frequent regional travel expected. You will work closely with our development team to cultivate, steward, and grow donor relationships, secure funding, and plan donor-focused events that engage and inspire supporters. This role is ideal for someone who sees development as a ministry, is motivated by faith-driven impact, and is excited to travel to Uganda at least once per year.

Key Responsibilities:

- Partner with the CAO and development team to set ambitious, measurable goals for the region.
- Cultivate and grow relationships with existing and new donors, including individuals, businesses, and faith-based organizations.
- Conduct 10+ donor meetings per month (face-to-face or virtual).
- Drive growth and retention of donors, guiding supporters along their giving journey.

- Collaborate with the Communications Coordinator to maintain consistent, personalized donor communications.
- Plan, coordinate, and execute donor events and fundraising initiatives to deepen engagement and support.
- Support fundraising campaigns and events through relationship-building and donor engagement.
- Track, report, and analyze donor activity to inform strategy and maximize results.
- Network locally with churches, faith communities, and other organizations to expand Musana's footprint.
- Work closely with the broader development team to share insights, coordinate outreach, and contribute to team strategy.

Qualifications & Skills:

- Deep alignment with Musana's mission and Christian faith; sees this role as a ministry and service opportunity.
- Minimum 5 years of experience in nonprofit development, sales, or relationship-driven fundraising/business development, including donor cultivation, stewardship, or client relationship management.
- Highly self-motivated, organized, and results-oriented; able to thrive in a remote, autonomous environment.
- Excellent communication and interpersonal skills; able to inspire and engage donors.
- Customer-service mindset; goes above and beyond to ensure donors feel valued.
- Strong local connections, particularly with churches and faith-based networks, are a significant plus.
- Willingness to travel within the US and to Uganda at least once per year.
- Experience with a CRM like Raiser's Edge or similar, Microsoft Office and Google Suite products, digital marketing software and Canva.

Why Join Musana:

- Be part of a faith-driven organization transforming communities in Uganda.
- Remote flexibility with a collaborative, high-impact team.
- Opportunity to make a direct difference in Musana's expansion and growth.