

Executive Search
Vice President of Advancement

Location: Santa Ana, CA

Cristo Rey Orange County High School is part of the national Cristo Rey Network. Cristo Rey schools use a rigorous academic model, supported by best practices in instruction and assessment, to prepare students with a broad range of intellectual abilities for college, career, and life. **Cristo Rey Network schools employ an innovative Corporate Work Study Program** that provides students with real world work experiences.

Corporate Work Study Program Model

Schools in the Cristo Rey network target underserved communities, and families who would otherwise be unable to afford a Catholic, college prep high school. The average family income is \$50,400 for a family of five. Students enrolled in Cristo Rey Orange County will cover nearly half of their tuition, earning about \$9,000 a year through the school's work study program, while also getting a head start in their careers.

The program "operates like an employment agency," the school says. Students "earn a majority of their education cost while gaining real-world work experience that strengthens their cognitive and non-cognitive skill development, catalyzes confidence and aspiration, and prepares them for success in college and careers."

Nationally, **Cristo Rey schools'** work study programs have attracted 2,600 corporate partners, including **Coca-Cola Co., Johnson & Johnson,** and **Ford Motor Co.**

To date, some of the Cristo Rey Orange County work study program partners include **City of Hope, Latham & Watkins, Kings Seafood Co., First American Financial Corp., Children's Hospital of Orange County, Farmers & Merchants Bank,** and **Northgate Gonzalez Markets Inc.**

Stephen Holte is the founding President of Cristo Rey Orange County and has spent the past 15 years in Catholic education serving organizations that are "engines of opportunity" for students from under-resourced communities. As a former 4th grade teacher and a former Vice President of Advancement, Holte infuses his passion and sense of urgency to quickly build this first year school to full capacity.

Cristo Rey Orange County High School is currently operating in a leased space that suits today's needs but is not ideal for its longer-term growth. Holte and the Board of Directors have launched a capital campaign for a more permanent space. Holte, an experienced fundraiser, having raised over \$50M in his career, has already identified some of the lead gifts and is the face of the campaign. However, the Vice President of Advancement will play an integral role in the campaign helping to identify new prospects

and, with Holte and volunteer leadership, strategize and be part of the cultivation and ask.

Unlike many Catholic Independent Schools, Cristo Rey does not have a wealthy parent/grandparent donor base and so its fundraising falls more in line with those of other nonprofits that are serving underrepresented communities. However, the school's fundraising to date has been a great success. They have created a \$50,000 Founder's Circle, and with a combination of foundations, corporations, and individuals are on pace to achieve its annual fundraising total of \$4 million. The potential to build an even stronger annual fund, as well as a fully-fledged fundraising program, offers a great opportunity for a seasoned fundraiser who wants to have an impact on Cristo Rey's mission.

Although a new school, Cristo Rey has a successful, proven model. 99% of Network graduates are accepted to college and they are 2.5X more likely to earn a college degree than their socio-economic peers. This principle also applies to its fundraising. There is a "Cristo Rey" scholarship fundraising plan, as well as other successful fundraising models, which can be "pulled off the shelf" to help kick-start fundraising initiatives for Orange County.

The new Vice President of Advancement will be joining an organization at a critical and exciting time of growth. To work in an environment where daily, you can interact with the joy for learning shared by its students, faculty and leadership, that all believe in this movement, is infectious.

Position Summary

The Vice President of Advancement will be responsible for hiring and leading a small advancement team to achieve the annual fundraising goal of approximately \$4 million plus a significant capital campaign. The Vice President will be an experienced Major Gift fundraiser, stewarding a portfolio of individuals, corporations, and foundations. The Vice President will formulate a dynamic plan to secure new sources of support by accessing and identifying the financial needs of the school, researching potential funders, and composing case statements and unique funding proposals. The Vice President will serve as a key liaison to stakeholders including individuals, community organizations, corporations, and foundations invested in Cristo Rey Orange County's success.

Roles and Responsibilities

Understand, embrace, and implement the school's mission and philosophy as written in the Mission Effectiveness Standards; participate in the Christ-centered life of the school; and model the school's philosophy in working with donors, students, parents, colleagues, and the administration.

• Fundraising Responsibilities

- Direct a comprehensive fundraising program to secure an annual goal of approximately \$4 million.
- Direct a comprehensive capital campaign of minimum of \$25 million.

- Work closely with the President on major and principal donor strategies.
- Identify and cultivate new donors who are prospects for planned gifts.
- Prepare and pitch proposals for funding from individual donors and foundations; explore creative, multi-year requests; and anticipate in-person meetings and local travel, as necessary.
- Work closely with the Vice President of Corporate Work Study to engage current and prospective employment partners with the philanthropic activities of Cristo Rey.

• **Communication Responsibilities**

- Develop and implement a strategy to continuously raise the school's profile in Orange County in partnership with the Communications Manager.
- Develop and implement comprehensive cultivation, solicitation, and stewardship plans for all donors.
- Steward a portfolio of major donors and ensure they are engaged in the work of Cristo Rey through creative impact reports, thoughtful acknowledgements, and personal interactions.
- Collaborate with the leadership and communications to provide content for and input on publications, newsletters, and marketing materials, as well as ensure messaging and branding of all communications and event activities meet high standards.

• **Administrative Responsibilities**

- Work closely with the President to set fundraising goals that are approved by the Board of Directors and accomplish goals against monitored expenses.
- Build annual expense budget for all development functions and monitor expenses throughout the year.
- Provide support to the President in areas of board reporting and board member identification and recruitment.
- Staff all meetings for the Advancement Committee of the Board of Directors.
- Participate in Cristo Rey Network meetings and events as necessary and represent Cristo Rey Orange County at conferences, meetings, and events with the President.
- Hire and manage a professional fundraising team responsible for the calendar of appeals, individual, corporate and foundation proposals, scholarship management, relationship building, database management, stewardship, communications, and special event fundraising.
- Provide guidance, leadership, and direction, including clearly defined performance expectations, and encourage professional development for the development team.
- Utilize CRM system to track and plan all donor interactions and file correspondence as appropriate. Ensure that CRM system is properly maintained, and gift acknowledgements are thoughtful and timely.
- Collaborate with the Business Office to ensure accurate record keeping for audit and reporting purposes.
- Perform other duties and special projects as requested by the President.

Qualifications and Skills

- High energy and passion for the Cristo Rey mission is essential.
- Understanding of the various social and professional networks within Orange County.

- Professional experience in a non-profit organization; demonstrated success in advancement and development, in managing and forging relationships, and in stewarding a range of donors including those from foundations/corporations and individual donors at all giving levels.
- Proven experience in building new relationships and cultivating existing relationships.
- Demonstrated experience in identifying, cultivating, and soliciting stewarded individual gifts, foundation grants, and gifts of \$100,000 and above.
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships.
- Flexible and adaptive style; a leader who can positively impact both strategic and tactical fundraising initiatives.
- Ability to construct, articulate, and implement annual strategic development plan to secure fundraising for operations and capital improvements.
- Strong organizational and time management skills with exceptional attention to detail.
- A professional and resourceful style; the ability to work independently and as a team player, to take initiative, and to manage multiple projects at a time.
- Build and lead a team to raise the school's profile in Orange County.
- Management skills, in particular, goal setting, supervision, budgeting and evaluation.
- Strong collaborator with the leadership team dedicated to the success of Cristo Rey Orange County.
- Strong leader with unquestionable integrity and ethical behavior that creates trust among the school's stakeholders.
- Proven ability to make decisions and push for results with a sense of urgency to exceed goals and objectives.
- Thrive under pressure and get things done in uncertain conditions – you know how to be comfortable with being uncomfortable.
- Bachelor's degree required; Master's degree preferred.
- Satisfactory completion of a criminal history background check and fingerprinting is required.

Other

- FLSA Status: Exempt
- Reports to: President
- Salary Information: Salary will be commensurate with experience and is expected to be in the range of \$150,000 to \$185,000. Eligible for healthcare benefits (medical, dental, and vision), paid holidays and vacation time, and retirement plan.
- Work Schedule: Full-time; 12 months

Please send resumes to:

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Position Description OR to Apply, Click <https://apptrkr.com/5050011>

For a confidential conversation contact:

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