



REGNUM CHRISTI
LEGIONARIES OF CHRIST



CHIEF DEVELOPMENT OFFICER

March 11, 2026

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Regnum Christi is a spiritual family and an apostolic body in the Catholic Church, with the mission of making the Kingdom of Christ present today, in our hearts, in the hearts of all people, and in the world around us. Regnum Christi is made up of the **Legionaries of Christ**, the **Consecrated Women of Regnum Christi**, the **Lay Consecrated Men of Regnum Christi**, and lay members from all walks of life.

The Legionaries of Christ live a strong, mission-driven brotherhood forged in faith and shared purpose. Centered on Christ and united by a common calling, we challenge and support one another to grow in holiness, courageous evangelization, and leadership.

Together, we all form a dynamic community of apostles and a spiritual family with four vocations and one mission: to make Christ's kingdom present in today's world.

Coming from many different countries and cultures, we are of many different ages and have many different backgrounds -- but we are united by the experience of knowing Christ and his love for us.

We are a community of apostles, living our lives in collaboration with Christ so that others can meet him and personally experience his invincible, transforming love.

We live all of this in the midst of today's real world, with all its problems and uncertainties... but with the experience of God's love, his forgiveness, and the knowledge that nothing we do will ever separate us from him.

Position Summary:

Regnum Christi and the Legion of Christ seek a seasoned professional with demonstrated success in non-profit fundraising and development, or comparable experience in sales or business development for multi-location organizations. The ideal candidate will have the leadership skills to chart a strategic path forward and drive significant growth in support of the Mission.

Regnum Christi is a spiritual family and an apostolic body in the Catholic Church comprised of the Legionaries of Christ, the Consecrated Women of Regnum Christi, the Lay Consecrated Men of Regnum Christi, and lay members from all walks of life.

The Mission of Regnum Christi along with the Legion of Christ (LOC) is to reveal Christ's love, form dynamic Christian leaders of all ages, and build the Kingdom of Christ by helping individuals, couples, and families discover the transforming love of Christ, develop their God-given gifts, experience deep personal encounters with Christ and share His love with the world. We are a passionate, high-performing organization that joyfully invites benefactors into this God-given mission to build the Body of Christ. Our culture emphasizes creativity, collaboration, and mission-driven service.

The Chief Development Officer (CDO) is the senior executive responsible for providing strategic and execution leadership for fundraising activities including donor communications and engagement. This role requires a mission-driven, hands-on leader who can build authentic, meaningful relationships and foster strong personal connections to inspire philanthropic support.

Reporting directly to the Territorial Director of the Legionaries of Christ and collaborating with the governing body of Regnum Christi in the North American Territory, the CDO will lead efforts to achieve their mission, vision, and directives.

The North American Territory primarily operates in the United States and Canada in 27 states and provinces. There are currently 31 development executives and support staff.

This is a time of significant and strategic change for Regnum Christi and the Legion of Christ. The exciting challenges ahead call for a leader who inspires with a forward thinking vision; a unifier who fosters harmony in the implementation of goals; a decisive decision-maker who leads with integrity, honesty and fortitude, and who possesses the confidence to guide others in an ever-changing cultural environment that craves what is most needed - the love of Christ.

Opportunities Facing the Chief Development Officer:

- The CDO will serve as a strategic and visionary leader, guiding the organization beyond incremental gains toward transformative growth. This leader will set and achieve ambitious development goals, driving the cultivation of new donors and major gifts to deliver a substantial increase in fundraising impact.
- A five-year Alignment Plan, launched in late 2025, outlines the phased implementation of a Collaborative Development Model across all localities. The ultimate goal is to create a structured, scalable approach that enhances fundraising effectiveness and

supports long-term local, regional and national mission growth. The CDO will be a key stakeholder in ensuring the success of this critical initiative.

- The CDO will lead and facilitate the strategic transition from a locality-based fundraising approach to an integrated regional model across the U.S. By aligning scalable systems with a shared organizational culture, the CDO will position the regional model to maximize impact and effectiveness at both the national and local levels.
- The CDO will work closely with the Territorial Director of the Legionaries of Christ, the Territorial Director of the Consecrated Women and Territorial Directive College Delegate of Regnum Christi to engage key donors, cultivating and stewarding high-impact relationships. Responsibilities include coordinating donor outreach, developing personalized engagement strategies and major gift solicitations, collaborating with other departments of the organization, and ensuring consistent, mission-aligned communication.

Duties & Responsibilities:

Leadership

- Build, lead, mentor, and inspire a high-performing multi-location development team fostering a culture of accountability and professional growth.
- Work closely with other senior mission and territorial leaders and local fundraising teams to ensure integrated operations and messaging, and to align donor support with programmatic needs.
- Oversee the National Development Office's shared service leaders for data management, direct mail, regional/local communications, and vocations/seminaries.

Management and Planning

- Develop and execute multi-year strategic and annual operating plans to support development needs for the combined mission of the LCs, CRCs and Federation with clear goals, milestones and KPIs aligned with organizational priorities.
- Work with the local Regnum Christi Directors (RDD), Mission Support Team (MST) and LC/CRC leaders to establish and execute an annual national activity calendar and communication program supporting national, regional and local needs.
- Partner closely with the Chief Operating Officer/Chief Financial Officer to ensure administrative processes are aligned with and supportive of Development goals.
- Establish and maintain an active Development Advisory Committee to advance fundraising initiatives and offer informed guidance.
- Lead any structural changes necessary to better fulfill the organizational priorities and provide more effective fundraising.

Operations, Reporting, and Communications

- **Data Management:** Oversee the use of the donor management system for accurate gift tracking, data aggregation, and analysis of fundraising trends. Collaborate in the development and maintenance of a centralized event participant and donor database including gift history/potential and contact information utilizing input from localities and regions.
- **Marketing and Communications:** Collaborate with the marketing/communications team to develop compelling case statements, materials, and outreach efforts to enhance the organization's visibility and brand. Ensure that all donor materials & communications are up to date and consistent with messaging from the LC/CRC/RC communication teams and annual national development plans
- **Reporting:** Prepare and present regular, detailed reports to the territorial directors and their governing bodies on fundraising progress, challenges, and metrics. Participate in Financial Advisory Council meetings and present development results and expectations for the future.
- **Compliance:** Ensure all fundraising activities comply with legal and regulatory requirements and ethical standards for fundraising professionals.

Donor Stewardship & Growth:

- Provide strategic leadership and guidance for the Development Team in cultivating, retaining, and expanding the donor base while pursuing new donors and funding opportunities.
- Work directly with the LC, CRC and Federation territorial directors in stewarding the top tier donors including cultivation, visits, and solicitations, i.e. complete donor relationship management.
- Accompany the territorial directors for major asks and assist with developing strong relationships with top donors.

Qualifications of the Ideal Candidate

The ideal candidate will be committed to the mission of Regnum Christi and the Legion of Christ, bringing the energy, zeal and discipline needed to engage new donors and build for the future. He or she will have a proven ability to motivate and support a harmonious, mission-driven, results-oriented team culture and will demonstrate many of the following qualities:

- Minimum 15-20 years of demonstrated experience with a proven record of results in development, donor relations and major gifts fundraising within a large organization or equivalent senior business leadership experience in business development, strategic planning or executive leadership.
- Demonstrated track record of building exceptional collaborative organizations in a multi-location, rapidly changing environment.

- Good understanding of the current and evolving philanthropic landscape, including relevant financial markets and economic conditions, to drive strategic financial growth and sustainability.
- A strategic thinker who understands what drives successful development and can design and implement donor-centric initiatives that deliver measurable results.
- Professional and emotional intelligence to engage effectively with high-level leaders, professional staff and volunteers.
- Intuitive ability to understand and communicate respectfully with high net worth prospects and donors.
- Willingness and flexibility to travel frequently.
- Personal skills in building and nourishing relationships with faith-based benefactors.
- Appreciation for and understanding of Regnum Christi, the Legion of Christ and the mission of our ecclesial movement.
- Identifies as a practicing Catholic, with a sound understanding of the Catholic Faith and its traditions.
- Must be proficient in Microsoft 365 (Word, Excel, PowerPoint, Teams) and Salesforce.

Travel: Requires frequent travel throughout the United States.

Salary: \$225,000-\$250,000+ (depending on qualifications and experience). Competitive and comprehensive benefits package. Details are available from Human Resources (and will be furnished to finalist candidates).

Application Deadline: April 30, 2026

(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Ken Rowe
Vice President CAO
Catholic Recruiter Associates
Kenr@CatholicRecruiter.com

Note: Only those selected for an interview with the search committee will be contacted.

Search managed by:

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