



REGNUM CHRISTI
LEGIONARIES OF CHRIST



CHIEF DEVELOPMENT OFFICER

March 1, 2025

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

The Mission of the **Legion of Christ (LOC)** along with Regnum Christi 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 bring His love to the world. We are a passionate and high performing organization, and our team joyfully invites benefactors into our God given mission to build the Body of Christ. We promote a culture of creativity, collaboration, and are mission driven to serve our benefactors and evangelize the culture. Results matter for mission.

Regnum Christi is an ecclesial movement within the Catholic Church and is a federation made up of the Legionaries of Christ, Lay Consecrated Men and Women and lay members working together to advance the mission. The Legionaries of Christ must raise their own support for their critical mission in the Church. Therefore, it is imperative that we execute a dynamic, results driven fundraising plan to support and build the mission.

Job Summary:

The Chief Development Officer (CDO) is a senior executive responsible for overseeing the development and execution of the organization's fundraising growth strategy. He or she is a key member of the organization's executive team (currently called the leadership team). The CDO will play a pivotal role in ensuring the financial health and sustainability of the organization by leading the development fundraising and support teams.

The expectation is to build upon the base of support from current benefactors, expand our benefactor base and lead in the quest to achieve the vision and directives of the Territorial Director, his council, and the organization. The CDO will utilize his/her deep understanding of the current and future philanthropic landscape and the understanding of the relevant financial market and economic conditions for strategic financial growth and sustainability.

He/she will report directly to the Territorial Director of the LOC, Father Shawn Aaron, LC and attend the LOC territorial leadership council meetings as requested.

This executive position requires a stellar leader with an inspirational and transformational leadership style to build out the vision and motivate for growth.

The Legion of Christ seeks a seasoned professional with a minimum of 15-20 years of demonstrated leadership success in development and/or comparable business experience in financial markets and/or business development. He or she must possess the ability to provide leadership and oversight of all resource development strategies and activities, including, but not limited to; major gifts, planned giving, annual giving, direct marketing, and special initiatives. He/she will have the leadership capacity to blaze a strategic path forward for significant growth.



Essential Functions:

The Chief Development Officer will lead strategic planning, campaign leadership and marketing, and communications. He/she will execute and manage a cultivation plan to lead and support the Development Team and individual locality fundraising plans across North America. This will require development of a strategic plan in major gifts, gift planning, donor communications and managing, and encouraging the team in achieving goals and working collaboratively with senior staff; and additionally working in collaboration with localities, their fundraising teams, and the Legionaries of Christ. Team performance review and analytical evaluations must be conducted regularly to monitor progress toward goals.

- The Chief Development Officer will report directly to the Territorial Director.
- The Senior Director of Major Gifts and Planned Giving, the Senior Director of Donor Relations and Engagement, the Director of Development Data Management, the Director of Direct Marketing, the Director of Development at Legion of Christ College, the Development Director of the Southeast, and the Executive Assistant will report directly to the CDO.
- This visionary leader will be expected to achieve development goals for aggressive growth across the board in cultivation of new donors and gifts. The organization needs a step change in performance to shift from historical incremental growth.

Duties & Responsibilities:

- Lead, structure, and manage the Development Team's stewardship and growth of donors including the pursuit of new donors and funding opportunities.
- Responsible for comprehensive strategic planning, implementation, management and oversight of all fundraising activities and donor relations activities including all the following areas:
 - General Fundraising
 - Major Gifts
 - Planned Giving
 - Legion Mission Fund
 - National Campaigns (Legion Seminary at Cheshire, Vocations, Sacred Heart Apostolic School)
 - Direct Mail operation
 - Special Events
 - Strategic Initiatives
 - Budget Development and Oversight
 - Management of hiring, training, and development of FR team
 - Overseeing the Training and Development of Locality FR Teams and Legionary Fathers

- Leads with a collaborative spirit with the Chief Operating Officer (the Territorial Administrator of the Legionaries of Christ) in addressing administrative needs/issues/data reporting that affect development.
- Leads with a collaborative spirit with the Director of Marketing and Communications in addressing marketing and communications issues that affect development.
- Oversees the implementation of the Major Gift and Planned Giving programs and strategy and provides leadership and direction to the Senior Director of Major Gifts and Planned Giving.

Strategic Planning

- Develop and implement a strategic and comprehensive fundraising plan.
- Play a leading role in supporting the growth and development of current localities as well as influencing the geographic identification of future locations.
- Identify and pursue diverse funding sources, including individual donors, foundation grants, and events.
- Create and build an active Development Committee to enhance fundraising efforts and provide advice.

Donor Relations

- Provides the direction to the Sr. Director of Donor Relations and Engagement to engage, cultivate, and maintain relationships with current and potential donors.
- Develop donor recognition programs to acknowledge contributions and to encourage continued support and serve and lead for new donor acquisition.

Grant Writing and Management

- Oversee the preparation and submission of grant proposals.
- Ensure compliance with grant requirements and manage reporting to funders.

Campaign Leadership

- Oversee Capital Campaigns, Annual Giving Programs, and special fundraising initiatives.
- Ensure the coordination of fundraising events/activities in the localities and throughout the North American territory.

Marketing and Communications

- Lead the development and execution of development communication strategies in coordination with the Director of Marketing and Communications to raise awareness and support for the organization.
- Lead in the creation of compelling fundraising materials, including brochures, annual impact reports, and social media content.

Data Management and Analysis

- Oversee donor database management and ensure standards of data integrity and accurate record keeping.

- Analyze and synthesize fundraising data to track progress and for strategic adjustments.

Team/Organizational Collaboration

- Empowers each team member to be successful in their respective role while achieving their development goals.
- Promotes and supports a strong development culture of harmony professionalism and commitment to the mission.
- Develops strong and collaborative working relationships with all members of the organization.
- Exudes an openness to the ideas and perspectives of senior leaders, peers, and the team and builds upon strong interdepartmental relationships and communications.
- Leads by example in problem solving and conflict resolution and with a constant openness to communicating for transparency and authenticity.
- Models a positive attitude and joyful disposition to the mission and to achieving goals.

Qualifications:

The ideal candidate will be first and foremost committed to the evangelizing mission of the Legionaries of Christ and Regnum Christi and possess the energy, zeal, and discipline to reach more donors and build for the future. They will be experienced in motivating and supporting a harmonious team culture that is results driven. While no one person can have all the following attributes, the expectation will be that they exude many of these qualities:

Foundational Requirements

- Minimum 15-20 years of demonstrated experience and proven record of results in development, donor relationships and major gifts fundraising in a major organization or commensurate senior business leadership experience in business development, strategic planning, or executive leadership of a major business unit.
- A profound understanding of what moves development strategy and the capability to design and execute donor-centric strategies and communications and is a critical thinker who encourages ideas and dialogue.
- Possesses the professional and emotional intelligence to work with high-level leaders, professional staff, and volunteers.
- Intuitive ability to understand and communicate respectfully with high net worth prospects and donors.
- Ability to evaluate and analyze data, including navigation of databases and online resources. Knowledge of Salesforce.
- Preferred higher education of MBA, CFA or equivalent.
- Flexibility to travel frequently.
- Exudes the confidence and humility of a strong leader.
- Demonstrates flexibility in approach and strategy.

- Experience working with organizations that have a hierarchal structure and multiple locations diverse in geography and constituency.
- Experience in supporting and leading a strong, healthy, respectful, and charitable culture.
- Personal skills in building and nourishing relationships with faith-based benefactors.
- Appreciation for and understanding of the Legionaries of Christ and Regnum Christi and the mission.
- Passionate about the Catholic faith and the evangelizing mission of the Catholic Church, is an active member of the Catholic Church and possesses a mature understanding of the Catholic Faith and the Catholic Faith Tradition.

Key Relationships:

- Legionaries of Christ Territorial Director
- Legionaries of Christ Territorial Administrator (COO)
- Director of Marketing and Communications
- Director of Development for the Consecrated Women
- Delegate of the Territorial Directive College
- Close working relationship with the Legionary territorial council, the Development Committee and Finance Committee

Travel: Position is remote but requires frequent travel throughout the United States.

Salary: \$200,000-\$230,000 (depending on qualifications and experience). Competitive and comprehensive benefits package. Details are available from Human Resources.

Application Deadline: April 30, 2025

(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**](mailto:Kenr@CatholicRecruiter.com)

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

Search managed by:

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