



# DEVELOPMENT DIRECTOR

| April 12, 2024

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



## BACKGROUND

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The **Legionaries of Christ** are a Roman Catholic religious organization of priests, deacons, brothers, and seminarians in full communion with the Roman Catholic Church. The Regnum Christi Federation includes The Legion of Christ, Consecrated Women of Regnum Christi, Lay Consecrated Men of Regnum Christi, and the Lay Members of Regnum Christi.

### Job Summary/Description:

Reporting to the Executive Vice President of Development and working closely with the Legion of Christ College Leadership Team and Director of Advancement, the Development Director leads a team to fund the mission of the Legion of Christ College in Connecticut as well as the North American Territory. The Director ensures collaboration across the local LC College team and the national development team, develops donor focused cultivation plans, directly accompanies donors to increase support, and leads donor cultivation, fundraising events, and outreach projects.

If you have (a) a passion for team leadership, benefactor cultivation, and fundraising work that directly enables young men the opportunity to discern their vocation as Catholic priests, and (b) natural talents and experience of team leadership and outstanding organizational skills, then we look forward to the opportunity to discuss this position with you.

**Position:** Development Director for the Legionaries of Christ Novitiate and College of Humanities

**Location:** Legionaries of Christ Novitiate and College of Humanities – Cheshire, Connecticut

## Responsibilities:

- Develop and oversee the annual business plan to cultivate and elevate giving from all levels of donors.
- Set realistic annual goals and budgets and implement the annual plan for fundraising.
- Coach and assist team (staff and volunteers) to effectively accompany and steward donors in the manner of *A Spirituality of Fundraising* (H. Nouwen) to inform and achieve increasing support of our mission.
- Manage the assignment of donors to Development Officers and ensure the accurate recording of gifts.
- Personally secure gifts to accomplish assigned goals through the Identification, Cultivation, Solicitation, and Stewardship of benefactors.
- Secure new planned gifts using means appropriate to each benefactor's preferences and circumstances.
- Effectively cultivate prospective benefactors through personal engagement and education about the Legion of Christ/Regnum Christi Movement.
- Build awareness of the mission and needs of LC College among the various localities throughout the North American Territory.
- Supports the Annual Appeal, Legion of Christ College Gala, etc. throughout the year.
- Be present to Regnum Christi members and friends at events and retreats to foster personal relationships, appreciation for, and understanding of the need for support.
- Meet or exceed Key Performance Indicators (KPIs).

## Qualifications:

- BA/BS, preferably in marketing, sales, or related field.
- 10+ years professional experience in leadership of fundraising, sales, or business marketing. (Prior experience working within the Catholic Church preferred.)
- Solid understanding of basic fundraising principles.
- Experience in charitable planned gifts preferred.
- Superior verbal, writing, and presentation skills that demonstrate the ability to confidently interact with individuals at all levels.
- Demonstrated success in planning, organizing, and executing fundraising events.
- Demonstrated ability to prepare and present compelling cases for support incorporating stories of mission success.
- Demonstrated ability to interact with senior leaders/major donors.
- Collaborative management style.
- Able to maintain confidentiality; demonstrate sound judgement and discretion.
- Must be able to work flexible hours as well as meet time requirements associated with day, evening, weekend, and overnight visits with benefactors. (5-20% travel)

- Experience in MS Office (required), project management software, and CRM/database applications i.e., Salesforce (preferred).

## Personal Characteristics:

- A “servant leader” with strong, demonstrated relationship skills that foster trust and teamwork and who exudes a high level of emotional intelligence (EQ).
- A trusted change agent through a disciplined, organized, and systematic approach to performance achievement, who is self-motivated and results-oriented; able to prioritize, schedule, and perform complex tasks on time and with minimal supervision.
- A focus on the good of the entire organization and the ability to inspire others to work together to achieve organizational excellence; ability to liaise with other departments to achieve common goals and manage critical conversations.
- Optimistic with a solutions-based attitude, exuding joy to the team and donors.
- A gifted “storyteller,” communicator, and presenter who listens well and is both present-minded and future-focused.
- A strong sense of self-worth and confidence balanced with a sense of humility; the ability to confidently interact with individuals at all levels.
- Passionate about learning, personal growth, and team growth, with the ability to mentor and be coached as well.
- A demonstrated high-level of integrity, guided by a sound set of ethical principles; ability to maintain confidentiality and demonstrate sound judgement and discretion.
- Flexible; ability to adapt to change and shifting priorities and to work simultaneously on a variety of complex projects.
- Efficient while maintaining a high level of accuracy and attention to detail.
- Enthusiastic about the mission of Regnum Christi/Legionaries of Christ; familiarity with Regnum Christi/Legionaries of Christ (preferred).
- A practicing Roman Catholic is a bona fide occupational requirement of this position.

**Regnum Christi is an organization full of great people working to achieve the Catholic Church’s modern evangelizing mission. Come join us!**

**Travel:** 5% – 20% travel. Flexible work hours and ability to work from home with limited office time.

**Salary:** Commensurate with background and experience. Generous paid time-off: holidays, vacation, personal, and sick time. Full employee and family healthcare coverage. Excellent 401(k) retirement savings benefits.

**Application Deadline:** June 15, 2024

*(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:**

Brent Morton

Vice President

Catholic Recruiter Associates

**[Brent@CatholicRecruiter.com](mailto:Brent@CatholicRecruiter.com)**

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

Search managed by:

**CATHOLIC RECRUITER ASSOCIATES**

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