



REGNUM CHRISTI
LEGIONARIES OF CHRIST



SENIOR DIRECTOR OF MAJOR GIFTS AND PLANNED GIVING

September 12, 2024

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

The Legion of Christ is a congregation of Catholic Priests and men studying for the priesthood who are committed to forming and inspiring missionary disciples who will love Christ and live as leaders for the good of the world. The Legion's mission is to extend Christ's Kingdom of healing and hope in the hearts of people and in the soul of society.

Position Summary:

The Senior Director of Major Gifts and Planned Giving is a senior executive role with responsibility for leading the strategic direction, development, and execution of two complementary Legion programs: Major Gifts and Planned Giving. This position is critical to the Legion's success in cultivating, soliciting and stewarding high-net-worth donors, ensuring sustainable and long-term financial support for the Legion's mission.

Reporting to the Chief Development Officer, the Senior Director will be responsible for establishing and achieving ambitious fundraising goals. The role demands a dynamic leader with a proven senior executive level track record in major gifts and planned giving, with a deep knowledge of Roman Catholic values and philanthropic culture, and the ability to inspire and engage key benefactors at the highest levels.

Duties & Responsibilities:

Strategic Leadership

- Develop and implement a comprehensive and integrated go-to-market strategy for major and planned gifts that aligns with the Legion's mission and spiritual and financial goals.
- Lead, mentor, and manage a team of major gift and planned giving officers, providing guidance and support to maximize their performance and professional growth.
- Collaborate with the Chief Development Officer, the Senior Director of Donor relations, and other members of executive leadership to set annual development targets as well as year over year long-term growth goals, ensuring alignment with the Legion's overall strategy for self-sustaining growth.

Major Giving

- Identify, cultivate, solicit, and steward relationships with high-net-worth individuals and foundations (family and private) capable of making impactful contributions.
- Guide Legion development officers in the creation and implementation of personalized engagement planes for top prospective benefactors, leveraging the strengths and relationships of Legionary priests, key long-time friends, supporters of the Legion, and other key stakeholders.
- Ensure that development activities are coordinated and integrated across well-defined processes and procedures within the development organization, providing regular updates to the Chief Development Officer and Legion leadership on progress towards goals.

Planned Giving

- Design and implement a robust planned giving program that promotes legacy giving among donors, including bequests, charitable trusts, and other deferred gifts.
- Cultivate a pipeline of prospective planned givers.
- Work closely with both the Legion's and the donors' legal, financial, and tax advisors to ensure the provision of accurate advice on planned giving options and strategies.
- Establish and nurture relationships with estate planners, attorneys, and financial advisors.

Donor Engagement & Stewardship

- Collaborate and work closely with the Senior Director of Donor Relations and Engagement to develop a comprehensive donor recognition and stewardship program that acknowledges and celebrates the generosity of major and planned givers.
- Partner and collaborate with Senior Director of Donor Relations as well as with the leadership of Legion of Christ College and seminary in Cheshire Ct. to organize and participate in donor events, retreats, and other engagement opportunities (ordination of priest in Rome) that deepen relationships between donors, potential high net worth donors, and Legionary priests toward the goal of fostering an understanding of the long-term commitment to the Legion's mission.

- Stay informed on trends and best practices in philanthropy, particularly within the Catholic Church, to continuously refine and enhance the major gift and planned giving programs.

Professional Qualifications:

Education

- Bachelor's degree required. Advanced degree in Nonprofit Management, Business Administration, or related field a plus.
- Certified Fundraising Executive (CFRE) or similar is highly desirable.

Experience

- Minimum of 10 years of progressive experience in major gift/planned giving in high-level charitable roles or equivalent with at least 5 years in a senior-executive management capacity.
- Proven track record of securing five/six/seven figure gifts and successfully directing a team of development professionals in building and maintaining a portfolio of high-net worth donors (or business equivalent role).
- Experience working with organizations that have a hierarchal structure and multiple locations diverse in geography and constituency.

Skills & Competencies

- Exceptional leadership and team management skills, with proven ability to inspire and develop high performance teams.
- Strong understanding of charitable giving vehicles and estate planning as they relate to major and planned gifts.
- Proven interpersonal, communication, and presentation skills, with the ability to build trust and rapport with donors, Legionary priests, team members, and Legion leadership.
- Demonstrated strategic thinker with strong analytical skills and the proven ability to translate data into actionable strategies.
- Deep understanding and commitment to, the values and mission of Legion of Christ with an additional understanding of the teachings and traditions of the Roman Catholic Church.

Contacts:

We fully respect the need for confidentiality of information supplied by interested parties and ensure them that their background and interests will not be discussed with anyone, including our client, without prior consent. Reference contacts will not be made until mutual interest has been established.

The client organization we represent firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of race, religion, sex, age, national origin or disability.

References:

Candidates for this position will be asked for three professional references and a reference from his/her pastor.

Salary: \$190,000 - \$200,000 (depending on qualifications and experience).
This position offers comprehensive benefits and a retirement plan. Details available from Human Resources.

Application Deadline: November 30, 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
Senior Vice President of Recruiting
Catholic Recruiter Associates
Brent@CatholicRecruiter.com

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

Search managed by:



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