



ROCHESTER
CATHOLIC SCHOOLS

Vice President of Advancement

SEARCH PROSPECTUS



ROCHESTER CATHOLIC SCHOOLS

ROCHESTER, MINNESOTA

www.rcsmn.org

START DATE – IMMEDIATE OPPORTUNITY

Partners in Mission School Leadership Search Solutions, LLC



MISSION STATEMENT

Rochester Catholic Schools (RCS) develops the spiritual, social, emotional, and academic growth of young people. RCS partners with parents and the Catholic faith community to nurture the development of a Christ-centered learning environment that fosters a culture of excellence where students grow in wisdom, courage and character.

VISION

Rochester Catholic Schools will:

- Ensure that all students truly believe they have worth and are loved by God;
- Ignite and nurture within all students a sense of purpose, a hunger for excellence, a relentless curiosity, and a passion for justice;
- Inspire all students to listen to God's call, share their faith with others, and respond as servant leaders to the needs of a complex and diverse world;
- Be a premier educational institution serving the world as a beacon of academic, moral, and spiritual formation.

PHILOSOPHY

Ten virtues guide the philosophy of education and formation for Rochester Catholic Schools: faith, service, humility, excellence, community, respect, integrity, stewardship, creativity, and compassion. These virtues translate to a series of corresponding belief statements which governs the operation of RCS.

FAST FACTS



1877

Founded



1347

Total Students



250

Total Faculty and Staff

- We believe our Catholic faith is the foundation upon which our schools are built and the lens through which we view the world and respond to the needs of others.
- We believe it is a gift, as well as our responsibility, to serve the needs of humanity and the natural world in the name of Christ and His Church to build His Kingdom on earth.
- We believe that knowing oneself honestly and humbly accepting our limitations allows the power and grace of God to work through us, making all things possible.
- We believe that we give honor and glory to God when we embrace and execute the highest standards of personal excellence in all that we think, do and say.
- We believe that being an inclusive and welcoming school community serves as a supportive and loving extension of one's own family.
- We believe that as people created in the image and likeness of God we are called to honor the inherent beauty and dignity of all members of Creation.
- We believe we are called to the highest standards and principles of moral and ethical fortitude.
- We believe that everything we have and all that we are able to do are gifts entrusted to us by God to be honored, protected and used wisely.
- We believe the human imagination in action is essential to inspiring innovative solutions to complex problems that bring hope to the world.
- We believe we model Christ's love and mercy for humanity when we respond with empathy and action to the realities of others.

HISTORY

In December 1877, Mother Mary Alfred Moes founded the first Catholic school in Rochester: the Academy of Our Lady of Lourdes. The Franciscan Sisters staffed the school of 210 girls and this began a long connection to the Franciscan order and charism in the area.

Over the next century, a number of Catholic schools opened in the Rochester area, and in 1991, a consolidation occurred which allowed for a single board over Catholic education in the city. In 2013, RCS completed its first ever capital campaign raising over \$15 million to make possible a new "state of the art" high school known as Lourdes High School. A few years later, RCS completed a study to determine the grade configurations at the existing schools. Today, there are two preschool through 5th grade schools (Holy Family and St. Pius), one preschool through 8th grade (St. Francis of Assisi), one 6th through 8th grade (Co-Cathedral of St. John the Evangelist Middle School), and Lourdes High School.

In 1981, the Lourdes Foundation began to improve access and affordability for students to attend Rochester Catholic Schools. The Foundation continues its original mission today with a self-perpetuating Board of Directors and a corpus totalling nearly \$8 million.



STRATEGIC PLAN

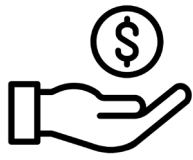
In 2020, RCS's Board of Trustees released its current five-year strategic plan entitled Ignite Change. Empower Growth. Two of the four pillars of the plan focus on advancement-related goals with the overall objective of enhancing operational vitality. In Summer 2021, the Board appointed RCS's next President who has been effective in growing the student enrollment of the system.

POSITION OVERVIEW

The Vice President of Advancement is a 12-month, full-time administrator responsible to the President. The Vice President of Advancement serves as the primary strategic architect of a comprehensive development program that will advance the mission and goals of Rochester Catholic Schools and the Lourdes Foundation. The Vice President of Advancement will design and implement a comprehensive, results-oriented development plan that includes annual fundraising, major and planned giving, campaigns, endowment, alumni relations and special events. S/he will take a lead role in establishing a vision for fundraising at RCS and Lourdes Foundation — including goals, strategies, benchmarks, and timetables—in order to identify new donors and deepen relationships with alumni, families, corporate, and foundation leaders. The Vice President will work closely with shared services including marketing, communications, and business operations as well as serve on the RCS's leadership team.



FAST FACTS



\$2.2M

Annual Support from
Partner Parishes



\$1M

Annual Fund



\$7.9M

Corpus with the
Lourdes Foundation



KEY RESPONSIBILITIES

Development Program

- In collaboration with the President and Lourdes Foundation, develops annual and long range goals and objectives for development based on the RCS strategic plan
- Oversee the creation of marketing materials to keep donors informed of needs, development programs and activities, and opportunities to give
- Prepare the annual development plan for the Board of Trustees and determine resources necessary to execute
- Manage and evaluate development team members
- Serve as the liaison between Lourdes Foundation Board and RCS Donor Relationships
- Identify, cultivate and solicit current and potential donors
- Articulate the mission, vision, and strategic plan to potential donors (e.g., initiating appointment requests through phone calls and contact letters, scheduling appointments, and making the ask)
- Identify, cultivate and secure legacy giving donors through wills, life insurance, trusts and retirement plan designations
- Prepare individual communication, cultivation, and solicitation plans for each major gift donor/prospect to include gratitude phone calls, personal notes, invitations to special events, timing and approach of next ask
- Oversee database maintenance and timely acknowledgement of gifts or donations through thank you letters and yearly contribution reports
- Cultivate recurring giving through direct debit processes
- Plan and implement advancement events and promote their goals



Five Schools; One Mission

DESIRED QUALIFICATIONS AND SKILLS

- An authentic desire to elevate RCS and the Lourdes Foundation and to embrace and advance their mission
- Familiarity with the mission and values of the Catholic Church and Catholic education
- Bachelor's degree in business, communications, or other applicable field
- Experience in fundraising, development, marketing, or related field
- Ability to learn and navigate donor tracking software
- Outstanding communication skills, both oral and written, and superior interpersonal skills with a natural way of connecting with various constituents and audiences
- Experience in donor prospecting, in cultivating and developing relationships with key donors, and in achieving success with major gifts
- Ability to manage/oversee special events with an eye towards helping donors to connect at a deeper level with the schools, staff and especially the students
- Skilled problem-solver and critical, strategic thinker who will meet challenges with creative and effective solutions
- A mature understanding of the critical role that development plays in fulfilling RCS's mission, and a relentless commitment to achieving advancement goals
- Political savvy to appreciate and navigate a complex, challenging environment, using discretion, diplomacy, enthusiasm, and hospitality to build bridges and create connections among all partners who would support RCS
- Familiarity with IRS regulations as they relate to philanthropic giving and industry accounting and reporting standards





ABOUT THE AREA

Rochester, Minnesota is located on the rolling bluffs on the Zumbro River's south fork in southern Minnesota and is the home and birthplace of the renowned Mayo Clinic. Mayo employs approximately 30% of the city's workforce, and many Mayo employees are parents and alumni of RCS. With the Mayo Clinic's two-plus million visitors per year, the small city of Rochester has many of the amenities of a much larger city, including abundant hotels, diverse restaurants, and numerous retail stores. Rochester is also home to a vibrant arts and culture scene and over five square miles of park space.



APPLICATION PROCEDURE

The search committee is on a fast-track to identify and secure the next Vice President of Advancement. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect.

The successful candidate will be expected to assume the responsibilities of the position in July 2023 or sooner. Do not delay. Connect with us today!



- To apply, please submit the following three documents, confidentially and as separate PDF attachments.
 - » Letter of interest that aligns your experiences and skill sets with the current needs of the school as you understand them.
 - » Current resume with all appropriate dates included.
 - » List of four professional references with names, relationships, phone numbers, and email addresses. References will not be contacted without your knowledge and approval.
- Please include "Rochester Catholic School" in the subject field.



Assemble all of the application materials in one email to:

Kyle Pietrantonio, Partner
kpietrantonio@partnersinmission.com
Partners in Mission School Leadership Search Solutions, LLC
8 Nicklaus Way | Mashpee, MA 02649
202-390-0230 (Cell)
www.partnersinmissionslss.com



Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our clients' missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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