

ALUMNI VOLUNTEER HANDBOOK

TABLE OF CONTENTS

ALUMNI VOLUNTEER WELCOME LETTER.....2
SALISBURY MISSION AND QUICK FACTS.....3
ALUMNI VOLUNTEER OPPORTUNITIES.....5
SALISBURY ALUMNI LEADERSHIP COUNCIL.....7
CLASS AGENT ROLES AND RESPONSIBILITIES.....11
THE SALISBURY FUND.....13
CLASS AGENTS AND THE SALISBURY FUND.....15
WAYS TO GIVE.....17
FREQUENTLY ASKED QUESTIONS.....20



DEAR ALUMNI VOLUNTEERS,

Salisbury's alumni legacy is as strong and vibrant as ever! Collectively, we represent over 4,500 members, and our geographic reach spans the nation and parts of the globe. As our youngest members depart the Hilltop, they are assured the Salisbury brotherhood that embodied their student experience follows them wherever their paths lead. Thank you for taking the time to learn about how you can be involved with Salisbury and why your support as alumni matters.

Salisbury alumni show loyalty through volunteer roles as a Class Agent, member of the Salisbury Alumni Council, event host, mentor, Career Panel participant, supporter, or as an engaged and involved ambassador. Our alumni community is rich in wisdom and energy, and we look forward to supporting new generations who will continue to show up for Sarum and make a difference.

Essential to Salisbury is our alumni community's commitment to the School's philanthropic efforts. Each year, The Salisbury Fund delivers strong curricular and co-curricular programming, faculty support, and signature experiences which shape a modern Salisbury education. The Salisbury Fund not only bridges the gap between tuition and the cost of that experience, but it also promises that the needs of each boy are met every day. Last year, thanks to our community and the dedication of alumni volunteers, Salisbury raised a record $2.95M toward the Salisbury Fund. Each year, Class Agents rally their classes to participate and leave their mark.

This handbook provides an overview of your role as an Alumni Volunteer and tools to be most effective as you begin the year. Please don't hesitate to contact us for help. We are here to support.

Thank you again for sharing your time, enthusiasm, and leadership with Salisbury. We are truly grateful.

Loyalty and Honor,
Jamey Hein '92

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MISSION OF SALISBURY SCHOOL

Salisbury School was founded to instill a vibrant enthusiasm for learning and the self-confidence needed for intellectual, physical, moral and spiritual development. Founded in the Episcopalian tradition, we work to nurture the spiritual development of all boys in whatever belief system they identify.

Built on essential core values, the School's unique culture promotes brotherhood, creativity, empathy, humility, integrity, leadership and respect. Salisbury graduates are men of character and promise who are prepared to meet the challenges of college and adulthood and to make a difference in an entrepreneurial, technological and cosmopolitan world.



307 STUDENTS



26 STATES
REPRESENTED
IN STUDENT BODY

20 COUNTRIES
REPRESENTED
IN STUDENT BODY



$100M
IN ENDOWMENT







40 UNIQUE CLUBS
SUCH AS BIG BROTHERS,
STUDENT GOVERNMENT,
THE CUPOLA, ROBOTICS



725 ACRE CAMPUS

As I get older and further removed from graduation, the more grateful I am to have attended Salisbury. Salisbury takes boys and turns them into gentlemen and provides them with a framework for a successful and purposeful life through academic rigor, competitive athletics, and meaningful customs and traditions unique to the Hilltop.

TED AHRENS '04



4,600 ALUMNI
IN THE SALISBURY COMMUNITY

1901
FOUNDING YEAR,
IN THE EPISCOPAL TRADITION,
BY REV. GEORGE E. QUAILE.



40%
OF FAMILIES RECEIVE FINANCIAL AID;
$4.7M ANNUALLY

31 TEAMS
OF INTERSCHOLASTIC ATHLETICS

6 TIMES EACH WEEK
COMMUNITY GATHERINGS: CHAPEL, ALL-SCHOOL MEETING, SIT-DOWN LUNCH



ALUMNI VOLUNTEER OPORTUNITIES

Here are some meaningful ways Salisbury Alumni can deepen their involvement with the school on and off campus – and give back.

CLASS AGENTS
Serving as a primary liaison between classmates and Salisbury, Class Agents help maintain class connection, communication, engagement, and support. Most classes have between 2-6 Class Agents.

SALISBURY ALUMNI LEADERSHIP COUNCIL
Functioning as alumni ambassadors, advocates, role models, mentors, and cultivators, the ALC is comprised of 18-22 highly engaged members who are charged with fostering a culture of connection, engagement, mentorship, and philanthropy among Salisbury's far-reaching alumni community.

REGIONAL EVENT HOST
Alumni may volunteer to partner with the Alumni & Development Office to host events in various regions. Events range from the annual holiday party in NYC, to small-scale socials and networking breakfasts There are many opportunities to build connection and brotherhood with regional alumni.



REUNION COMMITTEE
Each year, alumni are called to lead milestone reunion-year planning and giving. Alumni volunteers are critical in communicating reunion details to classmates and partnering with Class Agents and the Director of Alumni Giving and Engagement.

CAREER PANELISTS
From time to time, alumni volunteer to serve on virtual or in-person panels to offer guidance, stories, and mentorship with fellow alumni and current students. Career Panels allow for cross-generational learning and often focus on specific industries such as finance, law, healthcare, or communication.

MENTOR
We seek alumni, well-established in their career fields, to serve as mentors for young alumni who express interest in learning about specific industries or seek assistance in networking.

SPECIAL GUESTS
From time to time, alumni are invited to return to campus as classroom guests, lecturers, and facilitators – to share their expertise or give a presentation.



SALISBURY ALUMNI LEADERSHIP COUNCIL

MISSION

With purpose and pride, the Salisbury Alumni Leadership Council (ALC) fosters leadership, connectivity, mentorship, and philanthropy within our global alumni community. We aim to strengthen alumni engagement in alignment with the Council's strategic goals and provide guidance and feedback to the Salisbury School Alumni & Development Office and Board of Trustees.

PURPOSE

The ALC exists to strengthen the lifelong connection between Salisbury School and its alumni community, and to advance the School's mission through leadership, service, mentorship, and philanthropy. As ambassadors of the Hilltop, members exemplify the spirit of Salisbury through the following core roles:

- Ambassadors & Advocates: Champion Salisbury's values and connect alumni to the School and to each other. Contribute ideas and energy to alumni engagement strategies.
- Leaders and Role Models: Embody Salisbury's core values and lead by example.
- Cultivators: Promote meaningful fundraising support of The Salisbury Fund and other giving priorities, including campaigns, reunion giving, and planned gifts.



SALISBURY ALUMNI LEADERSHIP COUNCIL: STRATEGIC GOALS

ENGAGEMENT

- Develop and implement a programmatic approach to increase alumni participation in events, communications, and peer outreach.
- Serve as a liaison between alumni and the school to ensure alumni voices are heard, leveraging feedback to improve engagement strategies and foster a representative alumni community.

MENTORSHIP & NETWORKING

- Create structured programs connecting experienced alumni with younger graduates and current students.
- Identify and cultivate alumni leaders across industries to serve as mentors and role models.
- Engage alumni to offer career guidance and advice to young alumni.
- Share experience and talent with the alumni community as needed.

FUNDRAISING & PHILANTHROPY

- Champion broad-based alumni participation in The Salisbury Fund by encouraging a culture of consistent giving.
- Support the strategic fundraising priorities of Salisbury by mobilizing alumni networks and linking philanthropy to The School's shared legacy and future. Educate fellow alumni on giving opportunities beyond annual giving.

SALISBURY ALUMNI LEADERSHIP COUNCIL: STRUCTURE

REGIONAL CHAIR

An ALC member may be called to serve as a Regional Chair. Regional Chairs represent a geographic area and act as a local liaison for the School. Regional Chairs will collaborate with Class Agents in their regions to organize local alumni events, and distribute School news and key developments.

ELIGIBILITY

All alumni who graduated from Salisbury and were enrolled for at least one academic year may be invited to serve.

EXECUTIVE COMMITTEE

The ALC's Executive Committee convenes quarterly and will be comprised of the following:

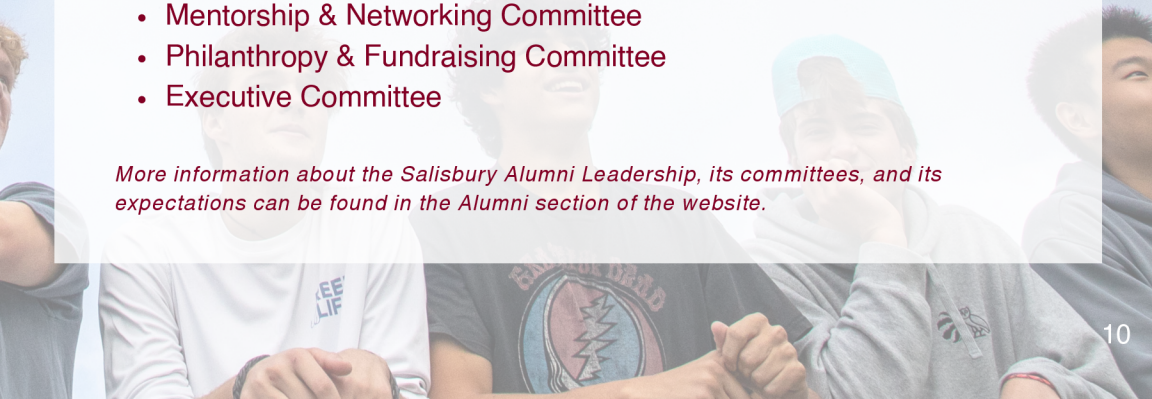
- Chair – two year term; serves as ex-officio on the Board of Trustees.
- Vice-Chair – two year term
- Secretary – two year term
- Committee Chairs – one year term
- Director of Alumni Giving & Engagement (staff liaison)

STANDING COMMITTEES

All members serve on at least one committee, meeting 1-2 times between quarterly SAC sessions:

- Engagement Committee
- Mentorship & Networking Committee
- Philanthropy & Fundraising Committee
- Executive Committee

More information about the Salisbury Alumni Leadership, its committees, and its expectations can be found in the Alumni section of the website.



CLASS AGENT REPONSIBLITIES

Class Agents are committed, loyal, and engaged members of Salisbury's alumni helping build connection between classmates and the school. They represent their individual class years and foster a positive partnership with the Salisbury Alumni Leadership Council and the Director of Alumni Giving and Engagement. We are grateful to all Class Agents for their time and dedication in support of Salisbury.

- Coordinate outreach and communication to classmates using Class Contact List provided by the Director of Alumni Giving and Engagement.
- Determine a channel for class connection and communication. Some classes create Facebook or WhatsApp groups or an email chain.
- Collect updates, Class Notes, and contact information and sends them to the Development Office on an annual basis.
- Coordinate communication with the Alumni and Development Office when a classmate passes away



- Drive classmate support of the Salisbury Fund during key giving periods and throughout fiscal year (July 1-June 30) encouraging increased participation from all classmates
- During milestone reunion years, partner closely with the Director of Alumni Giving and Engagement and designated Reunion Committee to drive attendance/registration, plan campus activities, and motivate overall reunion-year giving.
- Lead by example by making a Salisbury Fund gift before December 31 each year.
- Attend regional receptions, networking events, and virtual presentations to stay informed about Salisbury. Encourage classmate attendance at both on and off campus functions.
- Stay current with Salisbury happenings, initiatives, and major highlights.
- Class Agents may opt out at any time, and new Class Agents may opt in at any time.

Personal classmate-to-classmate outreach is the single most important and impactful way to increase participation in Salisbury whether for event attendance or the Salisbury Fund. The Development Office is here to help Class Agents in all efforts. Please reach out as often as needed

Class Agents are grouped as follows and supported by Class Agent Chairs:

Classes 2010-2025 (Young Alumni)
Chairs: Billy Cain ’15 and Jack Sounder ’18

Classes 1990-2009
Chair: Ted Ahrens ’04

Classes 1989 and older
Chair: Courty Bartlett ’84

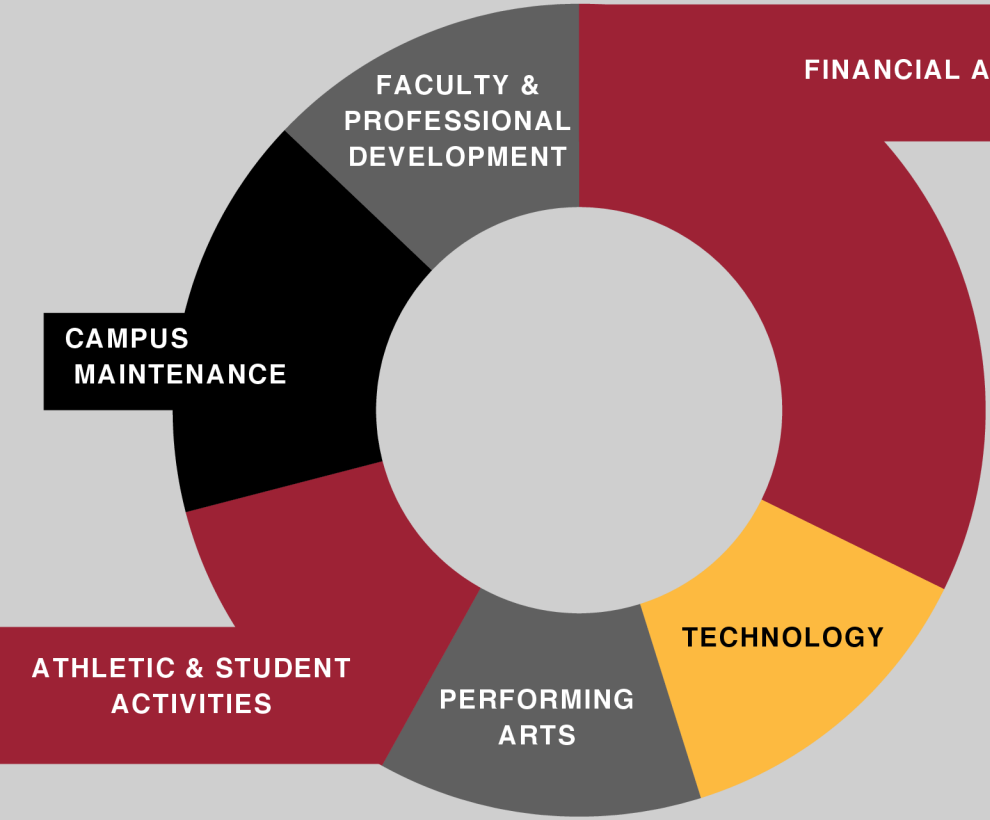


THE SALISBURY FUND

The Salisbury Fund is an essential philanthropic priority for The School providing approximately 10% of the annual operating budget—supporting everything from financial aid and faculty professional development to food, fuel, uniforms, and weekend activities.

Each year, we strive to increase alumni giving participation in the Salisbury Fund. Every gift—no matter the size—demonstrates a belief in Salisbury's mission and strengthens our ability to secure additional funding. These gifts provide resources for the full community and impact every student, every day—and demonstrate to students and faculty our alumni's care and pride in Salisbury.

Tuition covers approximately 66% of the true cost of a Salisbury education. The remainder is made up between the endowment and The Salisbury Fund. The Fund is critical as it provides unrestricted funds for immediate use. In 2024, 1,350 constituents donated $2.6M. The strength of so many coming together is incredible. It would take $50M dollars of unrestricted endowment funds to replace the money provided.



FINANCIAL AID allows Salisbury to continue to offer education to the best and brightest students regardless of their economic backgrounds.





CLASS AGENTS & THE SALISBURY FUND

Just as the Salisbury Fund is essential to the strength and impact of Salisbury, Class Agents are essential to supporting its success. Our message is simple but important: every alumni gift matters. Whether small or large, each contribution drives Salisbury's mission in real time.

The Salisbury Fund's success is a team effort, and Class Agents are called on to connect and communicate with classmates each year – and to partner with the Development Office.





As alumni volunteers, Class Agents help classmates understand the value of participation and how the Salisbury Fund supports the School's day-to-day priorities and immediate needs.

In 2025, Salisbury Fund generated $2.95M in income toward Salisbury's annual budget benefiting each boy as well as the educators who support them. While there are many ways Class Agents can give back, your volunteer time and energy in this process are valued, and we are grateful.







CLASS AGENTS: HOW YOU WILL HELP

- Lead by example and make your Salisbury Fund gift/pledge early and before December 31.

- During focused giving days/periods – and during the fiscal years – share the responsibility (also known as divide and conquer) of contacting classmates with fellow Class Agents. This is best achieved through phone calls, texts, emails, or group chains.

- Feel free to collaborate with peer Class Agents and the Director of Alumni Giving and Engagement should you want to honor a classmate or teacher. This can be a meaningful way to inspire classmates to participate.

- Use Class Contact List to prioritize. It's easier to invite classmates who given in the past year to give again. With classmates who have "lapsed" in their giving or not yet given, emphasize the value of participation.





- During The Sarum Challenge, in particular, Class Agents help by rallying classmates to participate and compete against other classes.
- During reunion years, Class Agents and Reunion Committee members work with the Director of Alumni Giving and Engagement on reunion gifts to honor the class and Salisbury.
- While Salisbury acknowledges all gifts, personal notes of thanks have meaningful impact.
- Share updates with the Director of Alumni Giving and Engagement about successes, conversations, and contact updates.
- When engaging classmates, it's helpful to encourage event attendance and share major highlights from the Hilltop.
- Keep us in the loop, and feel free to contact us for help and to strategize.



QUICK FACT

100% of Salisbury faculty contribute to The Salisbury Fund each year.

WAYS TO GIVE

Class Agents can promote various methods for giving to the Salisbury Fund. For instructions on each of these, click HERE.

- Online: Donate online using a credit card, digital wallet, PayPal, or Venmo through Salisbury's secure online giving platform.
- Check payable to:

  Salisbury School
  Development Office
  251 Canaan Road
  Salisbury, CT 06068

- Wire Transfer of Cash or Bonds
- Gifts of Appreciated Stock
- Donor Advised Funds
- Cryptocurrency
- FreeWill (Salisbury's estate planning tool)
- Matching Gifts

Beyond the Salisbury Fund, alumni are invited to support Salisbury additionally through Capital, Endowed, and Planned Gifts. Details on these opportunities can be found HERE.

FREQUENTLY ASKED QUESTIONS

Why give to The Salisbury Fund?

- It's essential to the School's ability to achieve its mission.
- It provides immediate financial support to key operations and programs.
- It affirms alumni commitment to Salisbury and its values.
- It helps model alumni pride and gratitude to future generations will follow.

What does The Salisbury Fund support?

- Programs like Leadership Development, Chapel, Environmental Stewardship
- Financial Aid to ensure approximately 40% of families receive aid, averaging $36,000
- Arts: Film, music, performing, visual, media and broadcasting
- Athletics: 31 teams and 13 intramural sports
- Faculty professional development and salaries
- Student activities, guest speakers/performers



Why doesn't Salisbury's endowment cover more?

- Most endowment gifts are restricted (e.g. scholarship, programs, etc.)
- Only an established percentage can be drawn and spent each year
- Board policies preserve endowment for future generations

Why is tuition so expensive at Salisbury?

- Boarding schools are personnel and labor intensive. Salisbury's student-faculty ratio is 3.5:1
- Diverse enrollment and $4.7M dedicated to financial aid annually
- Maintenance of 725-acre campus
- Costs to ensure an increasingly comprehensive and competitive program.

How much has The Salisbury Fund raised in recent years?

- $2,535,000 was raised in 2023
- $2,630,000 was raised in 2024
- $2,950,000 was raised in 2025
- $2,700,000 is goal for 2026

What % of alumni contribute to The Salisbury Fund each year?

- On average, 20% of Salisbury's alumni contribute to The Salisbury Fund. In the future, we seek to achieve 30% and higher.





THANK YOU TO OUR ALUMNI VOLUNTEERS

It is because of you that we can keep the Salisbury experience alive and thriving for generations to come.
salisburyschool.org/donate

SALISBURY
SCHOOL