



**CAMPAIGN  
FOR CATHOLIC  
SCHOOLS**

Chief Development Officer  
The Campaign for Catholic Schools  
Braintree, MA | Summer 2019

**Kieran McTague**

**SENIOR VICE PRESIDENT, PRINCIPAL**

Development Guild DDI

(800) 537-9011 ext. 305

[kmctague@developmentguild.com](mailto:kmctague@developmentguild.com)

**[developmentguild.com](http://developmentguild.com)**

**BOSTON | NEW YORK**

## ***The Campaign for Catholic Schools seeks a Chief Development Officer to lead development and foster a culture of philanthropy within the organization.***

### **Mission**

The Campaign for Catholic Schools (CCS) is a change agent dedicated to rebuilding Catholic education in the Archdiocese of Boston through new models that introduce lay governance, strong academics, facility improvement, new technology, and innovative teacher support.

### **About the Campaign for Catholic Schools**

During the mid-2000's, with enrollment declining and schools closing, a major review and strategic planning effort was launched by Cardinal Seán O'Malley, Archbishop of Boston, to change the trajectory of Catholic education in Boston. Chaired by Boston business and civic leader, Jack Connors, Jr., at the behest of Cardinal Seán, this endeavor known as the 2010 School Planning Initiative for Catholic Education launched forth a path for sustaining Catholic schools with new models of governance, and a focused response to strengthen academics and teacher support, while improving school facilities and technology. Taking into account the need to show a way forward, Jack Connors, Tom Shields, and John Fish teamed together to create the Campaign for Catholic Schools.



Trinity Catholic Academy (TCA) in Brockton, CCS' first successful pilot school, was established in 2007. Thanks to the generosity of philanthropists who funded over \$12 million in private support, and to Suffolk Construction which undertook major renovations at below cost, three Catholic parish elementary schools became one regional two-campus Academy. TCA educates middle- and low-income students from Brockton as well as cities and towns south of Boston.

In 2008, Saint John Paul II Catholic Academy (SJPIICA) was established with seven parish schools joining together to form a multi-campus Academy. With an enrollment of 1,150+ children grades PreK- 8, SJPIICA is governed by a lay board of trustees and administered by a regional director.

This year, the Campaign for Catholic Schools took additional steps to ensure the long-term success of its Academies by becoming a legal co-sponsor of each school corporation along with the Archdiocese. This additional layer of engagement as a co-sponsor brings a new phase of strategic commitment to make these Academies even stronger in the highly competitive educational landscape. It also reflects the continued commitment of CCS to provide strategic direction, planning and support to the local boards and leadership to strengthen academics, enhance teaching and learning, boost technology in the classroom and invest in quality faculty to ensure student achievement and excellence.

The results from these two Academies over the past 10 years have been outstanding. This includes 66% of students attending a Catholic high school, 97% graduating high school and 92% attending 4-year colleges or universities. CCS has also influenced the establishment of three additional Academies—Lawrence Catholic Academy, Quincy Catholic Academy, and South Boston Catholic Academy—and consults with other Catholic schools throughout Greater Boston and the United States.

The new model focuses on system-wide change in the following areas:

- **Enhanced academics:** The top priority of CCS is providing students with the best education possible in the environment of the Catholic faith tradition. Working with experts in the field, schools implement an enhanced curriculum with an emphasis on the fundamentals. For example, every student spends 90 uninterrupted minutes each day studying Math and Language Arts.
- **Lay governance:** Under the original parish model, Catholic schools were largely run by a pastor and principal, with a large cadre of religious sisters and clergy serving as teachers with support from the local parish community. Witnessing the effect of growing financial pressures placed on parishes, families, and communities, CCS has created a new model for Catholic school governance. Shifting oversight from the parish to a regional board of trustees, the Academies are now strategically guided by a board of business, education, and religious leaders, supporting school leadership so that principals and teachers can focus 100% on the education of students.
- **Building renovations:** As CCS implements its new reform model for education, it also has prioritized the upgrading of school facilities to create a true 21st century learning environment. To date, CCS has fully renovated five school buildings and one teen center. Interior improvements include media rooms, science labs, cafeterias, gymnasiums, renovated classrooms, nurses' stations, guidance centers, administrative offices, reception areas, and teacher preparation rooms.
- **Improved faculty support:** Just as important as competitive salaries, the Academy teachers benefit from and require professional development. Teachers at the Boston-based flagship school, Saint John Paul II Catholic Academy (SJPIICA), developed and conduct their own Professional Development Institute that is based on a peer-to-peer model where teachers share their expertise, best practices, and experiences.

At the CCS-sponsored Academies, the nurturing environment and extended day programs operate from 6:30 am to 6:00 pm and are game changers – with winning results for students and their families:

#### Academy Students

- 19 languages spoken in students' homes
- 43% live with a single parent or guardian
- 59% are Catholic, with 20 faiths represented
- 68% apply for financial aid
- 64% participate in extended school day programs
- 85% from diverse backgrounds

#### Academy Results

- 231% increase in vocabulary scores following Latin and Greek Roots Vocabulary Program
- 100% Grade 4-8 students participate in STREAM (*Science, Technology, Religion, Engineering, Arts & Math*)
- 86% of students learn to play an instrument
- 100% of students accepted to high school of choice

## About the Opportunity



Since its inception ten years ago, the Campaign for Catholic Schools has raised approximately \$100 million dollars. The Campaign for Catholic School's most recent campaign, the *Fund for the Future*, established in 2017, has a goal to raise \$25 million. This is a multi-year effort to strengthen academics and schools' sustainability, while providing funding for innovative teacher/principal programs and endowment. To date, the *Fund for the Future* has raised \$18.6 million and the new Chief Development Officer (CDO) will play a lead role in the successful completion of this vital campaign.

The CDO will report to the Executive Director and the President, working closely with the CCS Board, local Academy Board chairs, school leadership, development and volunteer staff. The CDO will foster a culture of philanthropy within the organization, overseeing development operations and managing the development process including cultivation, solicitation, and stewardship of major gifts, as well as the planning and implementation of strategies to build and engage a robust pipeline of donors and prospects. The CDO will ensure that overall development functions operate efficiently and effectively.

## Key Responsibilities

### **Fundraising**

- Build and cultivate a robust portfolio of current and prospective donors
- Work with CCS Board members, the President, Executive Director, local leadership, and staff/volunteers to identify, cultivate and solicit philanthropic gifts
- Identify donor funding opportunities that match CCS' institutional priorities and operational needs
- Partner with leadership and staff to successfully complete the *Fund for the Future Campaign*

### **Leadership**

- Partner with the CCS Board, President, Executive Director, local leadership and staff to:
  - Refine and update CCS' strategic direction and comprehensive development plan
  - Identify, cultivate and recruit fundraising volunteers and coach/motivate volunteers to best serve CCS
- Update the President, Executive Director and volunteer leadership on the progress of all CCS development programs and the key fundraising activities moving forward

### **Management**

- Oversee the development of a best practice development infrastructure, including programs, policies, and procedures to ensure effectiveness and accountability across the system

- Develop strong local working relationships with Trinity Catholic Academy, St. John Paul II Catholic Academy, and other Archdiocesan affiliates to fully understand their mission, curriculum, and programs to help them elevate their own institutional development programs
- Establish performance measures, monitor results, and help the President, Executive Director, development committee(s) and board(s) to evaluate the effectiveness of the organization's development program
- Evaluate and monitor the effectiveness and activity of foundation, corporate, and government proposals in support of CCS



## Key Qualifications

- Minimum of 10 years of successful nonprofit fundraising experience
- Demonstrated skills in management and team leadership
- Experience with campaign management, major outright and planned giving vehicles
- Proven ability to communicate skills fully and persuasively

**All qualified candidates will receive consideration for employment without regard to race, color, sex, national origin, disability, veteran status or any other characteristic protected by law.**

Please email your cover letter and resume in confidence to:

[CCS\\_CDO@developmentguild.com](mailto:CCS_CDO@developmentguild.com)

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For more information about The Campaign for Catholic Schools, please visit

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## About Development Guild DDI

Development Guild DDI is a nonprofit leadership development consulting firm that provides nonprofit executive search, fundraising counsel, and campaign services. We bring a powerful combination of discipline and innovation to every client engagement, delivering solutions that are both strategic and deeply rooted in experience and analysis. Drawing upon more than 2,500 client engagements and 40 years working in every nonprofit sector, our collaborative approach is distinguished by candid dialogue and supported by cutting-edge technology. We commit to understanding and respecting your unique culture and to translating that knowledge into viable solutions.

