Position Announcement

Vice President for Advancement

Chicago-Detroit and Wisconsin Provinces of the Society of Jesus (Jesuits)

The Organization

The Society of Jesus is a Roman Catholic religious order of priests and brothers popularly known as "The Jesuits." It was founded by St. Ignatius of Loyola in 1540 when Pope Paul III officially established the Jesuit Order. Today the Jesuits, the largest religious order in the world, continue to serve the Church through its diverse ministries. About 18,000 Jesuits serve the Church in 112 nations on six continents.

The Chicago-Detroit and Wisconsin Provinces of the Society of Jesus are two of nine Jesuit provinces in the United States. Each province is led by a provincial superior whose standard term of office is six years. Through the U.S. Jesuit Conference, the nine provincials coordinate communications, higher and secondary education, pastoral and spiritual ministries, native American ministries, social and international ministries, and the formation of men to become Jesuit priests and brothers.

The Chicago-Detroit and Wisconsin Provinces are comprised of nearly 600 men serving the Church in educational, pastoral and spiritual ministries across twelve states of the midwest – from Ohio to Wyoming.

Educational ministries include fifteen high schools, six universities and colleges, and four middle schools. Jesuits also sponsor nine spiritual/retreat centers. Jesuits minister in parishes and as chaplains in prisons, hospitals, nursing homes and the military throughout the region. They provide spiritual direction to colleagues and individuals at a number of locations. Additionally, some Jesuits serve in ministries throughout the United States and abroad, including Africa, Central and South America, Europe, India and China.

The Jesuit priests and brothers in both provinces collaborate with various colleagues, civic organizations, local dioceses, and other religious orders. As catalysts for change, the provinces invest personnel and funding in those areas of society where they believe the greatest good can be achieved and the greatest need is not being met. Provincial ministeries express the power of faith doing justice by combining belief in fundamental human dignity with advocacy for the poor and marginalized.

The Position

To seize new opportunities for ministry and service to the Church, the Chicago-Detroit and Wisconsin Provinces will soon merge to form a single, larger province responsible for the care and oversight of Jesuits and their apostolates across the region. Work on the legal and

canonical aspects of the envisioned consolidation has already begun.

In anticipation of this event, which will be completed by 2017, the provinces are beginning a search for a chief advancement officer who will be responsible for fusing the two province's currently separate advancement functions into a single, integrated program serving the new province's needs. To this end, the provinces seek an experienced development professional to work on the organization into one office and to serve as the future organization's *Provincial Assistant for Advancement*. This position reports directly to the Provincial superior and is equivalent in importance and stature to the "vice president for advancement" in a college setting. Initially, the Vice President for Advancement will report to the Provincial of the Chicago-Detroit Province and to the Provincial of the Wisconsin Province. This arrangement will last until the reportage transfers to the one new Provincial for all three Provinces. This might happen before 2017.

The ideal candidate is an experienced development professional with a proven track record of increasingly responsible positions and accomplishments. The Assistant will direct a comprehensive program comprised of annual, major and planned giving, prospect research and stewardship, and communications/marketing. He or she will supervise the current staff of thirteen now working in their respective Chicago and Milwaukee offices and will be responsible for reorganizing or restructuring these employees as the merger of the two provinces unfolds in the Chicago area.

Responsibilities will include:

- building and organizing a staff of sufficient size, experience, and competence to successfully execute the new program's mission;

- using various screening, rating, and prospect research methods to qualify the constituency and build meaningful target audiences;

- implementing a prospect management system to coordinate the cultivation and solicitation of distinct segments of donors;

- growing the new province's annual giving program by soliciting restricted as well as unrestricted budget-relieving gifts in a timely fashion;

- implementing an ongoing capital gifts program with special emphasis given to developing a comprehensive and robust planned-giving function;

- developing marketing strategies (including social networking and web presence) to build understanding and support for the new province's priorities, promote its identity and brand, and foster opportunities for advocacy and partnership with the province's constituents, especially its younger members.

Philanthropy in the Chicago-Detroit and Wisconsin Provinces

The mission and work of the Jesuits depends upon the support and collaboration of friends, colleagues and benefactors. Many ministries depend heavily upon charitable support. These gifts are used in concert with a variety of other resources to provide support in four key areas:

- **Training and educating Jesuits:** The formation of Jesuits is a process that typically lasts 10 to 12 years. It begins when a man enters the Jesuits and ends when he is ready to be assigned to a ministry as a brother or an ordained priest. Currently, about 80 men are at various stages of formation. The average annual cost per Jesuit is $50,000;

- **Caring for elder priests and brothers:** Approximately 150 of our senior members, averaging 80 years of age, reside at the Jesuit Health Care facilities near Detroit, MI, and in Milwaukee, WI, devoting themselves to prayer and spiritual growth. Both retirement centers are able to provide skilled nursing, if required;

- **International ministries:** Currently, the two provinces are committed to offer support and share resources with three other international Jesuit provinces (in Peru, Eastern Africa, and north-east India), which sponsor a variety of other Jesuit educational, social, and pastoral ministries;

- **New Projects and special ministries within the region**: We provide limited financial support to Jesuit-sponsored and other ministries within the region. This support often takes the form of start-up or seed-grant assistance to ministries serving the poor and underprivileged.

The Chicago-Detroit and Wisconsin Provinces rely on an intensive annual giving program as well as a planned gift effort to honor these commitments.

Challenges and Opportunities

Creation of new and effective programs will be a needed focus. The consolidation of advancement programs must be imagined and implemented to realize a more robust response to our philanthropic potential; it is not simply the *merging* of shared elements (direct mail, planned giving, publications, data, structure, etc.) but the *re-articulation* of those elements to model the best of contemporary development theory and practice.

Currently both programs confront the same challenges and pose the same questions:

- an aging constituency paralleled by declining numbers of Jesuits;

- a smaller number of Jesuits available to assist with fund-raising efforts;

- engaging a younger generation;

• graduates of Jesuit schools and universities tend to view Jesuits through the lens of the institution they attended. There is a need to attract their philanthropic interest to the province's needs.

The Provincial Assistant for Advancement will need to possess a range of special qualities: an ability to see the big picture, to think strategically; agility and creativity; energy and enthusiasm for the vision and mission of the organziation.

Core Responsibilities

• Create and implement a process by which a steady source of donor prospects and volunteer candidates are identified, researched, and qualified for the appropriate level of cultivation and solicitation. In this connection, segment the database to insure that capital, special, and annual solicitations are executed in a coherent manner.

• Identify leadership prospects and solicit for annual and special gifts to support the province's needs and operating budget.

• Identify and manage the cultivation, solicitation, and stewardship of all major and planned gifts for endowment and capital projects. In this regard, develop a portfolio of qualified major gift prospects to personally engage and solicit, involving the Provincial as necessary.

• Work closely with the Director of Communications to define how key strategic messages will be delivered to various individuals and stakeholder groups to increase their understanding of the province's identity and brand, strategic imperatives, and case for charitable support. Develop feedback mechanisms to measure the impact of the province's communications program.

• In support of the province's strategic priorities, prepare and refresh annually, a three-year operational plan for the advancement program. Delineate timetables, budgets, and strategies for accomplishing goals and objectives.

• Conduct an annual assessment of programs and achievements. In conjunction with the Provincial and his leadership team, establish donor and dollar goals and objectives of sufficient proportion to challenge povince constituents and advance the entire philanthropic program.

• Supervise the advancement staff, including but not limited to management of gift processing, events and grants. Meet annually with each member of the advancement staff to establish specific job responsibilities, evaluate job performance, and set objectives for improvement. Maximize the team's effectiveness, building on strengths and defining a path for correcting weakness.

• Develop a strong bond with the province and its membership, thoroughly understanding its history, distinct mission and culture, operations, its base of financial support and the opportunities that exist therein.

• Build a vibrant working relationship with the Provincial and the other members of his executive team, gaining their trust and confidence; provide them with timely advice and counsel in all advancement and public relations areas.

• Serve as the delegate of the province at regional and national advancement meetings; participate in relevant committees or other teams as assigned.

• Serve as a champion and advocate for the province, internally and externally, promoting advancement as a unifying force within the province; generate understanding and commitment to the development process.

Competencies and Qualifications

In considering candidates for this position, we believe the following competencies and personal qualities will be important to the new Assistant for Advancement's success:

• a strong and capable leader who understands, embraces, and persuasively articulates the mission of the province;

• a skillful executive who artfully manages, delegates and empowers others, while developing a strong advancement team and creative vision for the program;

• a self-confident professional, knowledgeable of contemporary development theory and practice, with proven success in achieving results, particularly with soliciting and closing major and planned gifts as well as annual contributions;

• an articulate communicator (written and verbal) who can effectively establish rapport with a variety of constituencies; who understands the strategic use of public relations and communications in delivering the province's core messages;

• a person of integrity, loyalty, and a capacity for work, perseverance, and resiliency;

• a person of faith, knowledgeable about the Society of Jesus and the Catholic Church;

• CFRE credential preferred.

Requirements and Application Procedure

The advancement office of the future consolidated province will be based in the greater Chicago metro area, and significant regional travel is required. Salary is commensurate with experience. Comprehensive benefits are included in the overall compensation package.

Interested candidates should e-mail or mail a resume and cover letter to:

Search Committee c/o Bridget Coffey
Advancement CDT and WIS Provinces
PO Box 080288
Milwaukee, WI 53208-8004

e-mail: bcoffey@proconnectwi.com

Mircrosoft Word or PDF attachments accepted

Application Deadline:

Applications will not be received after March 14, 2014. The Search Committee anticipates scheduling interviews for all finalists in April of 2014.

The Chicago-Detroit and Wisconsin Provinces of the Society of Jesus makes employment decisions without regard to race, color, sex, national origin, marital status, age, and disability unrelated to job performance. The Provinces hire without regard to religion when Catholic faith is not a job requirement, and welcomes people of all faiths.