



Lutheran School *of* Theology *at* Chicago

Director of Philanthropic Engagement *Opportunity Guide*

<https://www.lstc.edu>



The mission of the Lutheran School of Theology at Chicago, a seminary of the Evangelical Lutheran Church in America, is to form visionary leaders to bear witness to the good news of Jesus Christ.

Based in Chicago's Hyde Park neighborhood, The Lutheran School of Theology at Chicago (LSTC) is the leading urban Lutheran seminary training students to serve in the global community.

True to its Lutheran heritage and built on a foundation of intellectual rigor, LSTC's innovative, nationally-recognized curriculum equips students for visionary ministry. The school's curriculum cultivates competencies for leadership in a public church that focuses on community engagement, public witness and social transformation. LSTC's holistic approach to theological education breaks academic disciplines out of their silos and allows creative collaboration to flourish.

Students receive the skills they need to be leaders in the public church—the people of God bringing faith and action into their communities and the world. At LSTC, students receive a well-rounded education from renowned faculty, preparing them for a purposeful vocation in a pluralistic and global world. LSTC's Public Church Curriculum has been recognized as one of the most innovative among North American seminaries by Convergence US.

As a Reconciling in Christ seminary, LSTC seeks to offer hospitality and welcome to all who enter LSTC's academic programs. Following Jesus Christ, whose reconciling love bridged barriers and made strangers friends, LSTC seeks to welcome and learn from one another's particularity—including but not limited to one another's race, national or ethnic origin, age, gender, sexual orientation, gender identity and expression, physical ability, social status and theological diversity.

The Opportunity: Director of Philanthropic Engagement

At the convergence of the launching of the school's new [Strategic Plan](#) and the public phase of a \$42M focused campaign aimed to significantly grow LSTC's philanthropic profile, the need for a refined Advancement structure has emerged. Key to this initiative will be the addition of several new staff members and refining current roles to better encourage specialization, focus and accountability. The Director of Philanthropic Engagement is a new senior leadership role, reporting to the Vice President for Advancement. The role is dually focused on donor facing staff leadership and carrying a portfolio of high potential donors for cultivation, solicitation and stewardship. The Director will provide leadership for the campaign, annual fund, alumni relations, major gifts and philanthropic engagement strategy more broadly. The Director will work closely with President James Nieman, Interim Vice President Clyde Walter and key volunteer leadership to help shape and achieve fundraising success.

As LSTC addresses marketplace and organizational challenges, it is positioning itself for bold contributions to theological formation for the next century. LSTC seeks to become a trailblazer among seminaries, a place for dynamic innovation in theological formation while still grounded in its core values and commitments. Through its recent reorganization, the Advancement Department is poised to be an innovative hub for LSTC and a catalyst in moving LSTC toward this vibrant future. The Director will play a critical role in shaping culture and leading an incredibly dynamic and innovative fundraising team, in partnership with the VP for Advancement. This is an exciting opportunity not only to enable LSTC's success, but also to contribute more broadly toward shaping the future of ministry and ministerial leadership.





Performance Objectives

Leadership and Management

- Lead, develop, motivate, supervise and maintain a highly effective, productive and cohesive staff with both professional/technical expertise and relational skills. Direct reports currently include a Major Gifts Officer, Alumni and Church Relations Manager, and Campaign Director. Two Mission Ambassadors will also serve on the team, responsible for prospect development and network engagement.
- In partnership with the Vice President, develop and implement measurable objectives for all direct reports.
- Provide collaborative leadership in maintaining a positive and productive working relationship among the team and other colleagues.
- Oversee and ensure integrity of regular reporting on goal achievement to demonstrate progress, identify areas of concern and revise strategies as needed.
- Track industry trends, strategy and best practices, including educating others and evaluating opportunities for continuous improvement. Act as a resource for current practice and strategy, particularly around published materials on current industry trends.
- Monitor team's budget and revenue targets and ensure that those supervised perform within revenue and expense guidelines and expectations.

Donor Relations and Portfolio Management

- Develop and manage a caseload of 70–80 qualified or prospective major donors who give or have the capacity to make \$25,000 or higher gifts. The initial portfolio expectation is around \$1 million in annual gifts, and the goal is to raise the annual total value to \$4–\$5 million in 2.5 years.
- Prospect for donors using the database, wealth screening, recommendations from stakeholders and other means to identify and qualify donors for cultivation, solicitation and stewardship opportunities.
- Work, as appropriate, with donor leadership volunteers to secure visits with those in their peer networks who are assigned.
- Work in close collaboration with leadership, program, faculty, finance and Advancement staff to present resource development needs that correspond to where donors and prospects reside, while always being responsive to each donor's interests (even if elsewhere) and attentive to fiduciary responsibilities (donor intent with gifts).
- Ensure excellent customer service is provided to donors through accessibility to staff and leadership (as granted), timely responsiveness, quality in all interactions and personalized communications.
- Work diligently to meet agreed upon monthly and annual activity and income production goals; be purposeful about every visit and communication and the desired outcome for each "touch."

Performance Objectives

External & Community Relations

- Serve as an articulate, passionate and visible spokesperson for the seminary, and as a prominent face of fundraising throughout the school and in the community.
- Maintain active membership and a strong presence in professional organizations, community groups, and other spaces relevant to the work of LSTC and its mission.
- Provide a best practice approach to LSTC's efforts to effectively communicate the mission, goals and accomplishments to donors, prospective donors and the broader community.
- Create and implement a plan to identify and build strong relationships with key donors, community leaders and volunteers, and engage organizations with which LSTC should partner.



The Qualified Candidate

Lutheran School of Theology at Chicago seeks a program builder, a dynamic and entrepreneurial fundraising leader with a minimum of three years of individual giving/major gifts experience in a highly productive program within the nonprofit community. A minimum of five years of documented experience managing a team of Development professionals is also required. Preference is given to those who have served in a faith-based organization and who possess a strong working knowledge of the Lutheran philanthropic community.

It is imperative that the person who assumes this important role fully embrace, support and reflect well on LSTC's mission and values through one's professional responsibilities and behavior at all times. Candidates who are passionate about the opportunity to shape leaders for the church and the world are encouraged to apply.



The Qualified Candidate

Specific Requirements Include:

- Passion for theological education, social justice and LSTC's mission.
- Proven success in building strong and productive work teams, with a focus on mentoring and nurturing staff development.
- Strong analytic and strategic-thinking skills, with demonstrated ability to create, implement, and monitor complex plans and translate those plans into goals and concrete strategies.
- Highly effective interpersonal, conversational and presentational skills, demonstrating an emotional intelligence and situational awareness in tandem with excellent writing abilities, strong case development, and superior listening and communication skills.
- Demonstrated expertise in developing and maintaining positive relationships with diverse individuals including executives, clergy, high-level volunteers, wealthy donors, internal stakeholders and leadership.
- Prowess in problem-solving, strategic and creative thinking, and taking initiative with consistent and good follow-through.
- Great comfort level with direct donor interaction is a must, including discussions of personal and family finances, faith, and asking for major financial commitments.
- Experience in working independently in a fast-paced environment, fluency in managing multiple projects and competing priorities with professionalism.
- Driven to make a difference, goal-oriented with a proven ability to achieve or exceed goals and meet deadlines. A strong track record of accepting and requiring accountability from direct reports is required.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.
- An advanced level of Raiser's Edge experience is preferred.
- Bachelor's Degree; advanced degree and/or CFRE credential preferred.

This position offers a competitive salary with strong benefits. All inquiries will be held in strict confidence.

Lutheran School of Theology at Chicago is an equal opportunity employer and does not discriminate on the basis of race, color, gender, religion, age, sexual orientation, national or ethnic origin, disability, marital status, veteran status, or any other occupationally irrelevant criteria.

Candidates may apply by clicking the APPLY NOW button below.

APPLY NOW

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Laura Weinman, Assistant Vice President of KEES. Questions may be addressed to lweinman@kees2success.com.

KEES is a retained search and nonprofit consulting firm that builds transformative teams and leaders. For more information, please visit www.kees2success.com.