



Capital Campaign Director

Foxcroft School
Middleburg, Virginia

Mission

To help every girl explore her unique voice and to develop the skills, confidence, and courage to share it with the world.

Foxcroft School, one of the nation's leading all-girls boarding and day schools, offers an uncommonly beautiful setting in which to learn and grow. Located on 500 acres in Northern Virginia, Foxcroft focuses on preparing young women in grades 9-12 and postgraduate for full engagement and success in college and life. The School offers challenging academics and an interdisciplinary curriculum, including an impressive STEM program, combined with arts, athletics, and a forward-thinking focus on students' social and emotional well-being.

At Foxcroft, every girl is known and valued. By living and learning in such a supportive environment, Foxcroft graduates develop their intellect, voice, and character, and are ready to lead in their communities and the world.

Foxcroft School seeks an experienced and dynamic leader for a multi-million-dollar capital campaign focused on the renovation of Schoolhouse, Foxcroft's main academic building, and the Music Building as well as the construction of a performing arts center and a STEAM wing. This is an exceptional opportunity to help lead capital fundraising to support a highly regarded independent school with an unwavering commitment to student success and an impressive record of successful fundraising.

Fast Facts

Founded: 1914
2020-21 Enrollment: 160
Total faculty: 31
Faculty with advanced degrees: 80%
Faculty and staff of color: 17%
Student/teacher ratio: 5:1
Boarding students: 74% (17 states, 9 nations)
International students: 16%
U.S. Students of color: 19%
Financial aid and merit-based students: 50%
Endowment as of June 30, 2021: \$111.7 Million
The Foxcroft Circle goal for 2021-2022: \$900,000



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School History

Charlotte Haxall Noland founded Foxcroft School in 1914. Her dream was to create a school that “girls would want to come to and hate to leave because they loved it.” From the beginning, Noland’s highest aim and Foxcroft’s greatest responsibility has been to educate the whole student. Her efforts to instill high purpose, integrity, leadership, understanding, and empathy in students, along with — as the School’s motto states, *mens sana in corpore sano* (a healthy mind in a healthy body) — guides Foxcroft to this day.

Foxcroft celebrated its centennial in the spring of 2014. Shortly after, the School received a \$40 million bequest, left by the grateful and generous alumna, Ruth Bedford ’32. Bedford’s gift is the largest ever bestowed on an all-girls secondary school.



Campus

Foxcroft School’s 500-acre campus is rich in natural beauty. A short distance from downtown Middleburg, the main campus blends historic and modern buildings, including the main Schoolhouse, the Brick House Dining Hall, the Audrey Bruce Currier Library, and the Northcross Health Center. Among the dormitories is Stuart Hall, a 2014 gold-LEED certified residence hall that has won a number of design awards. In 2016, the other four dormitories were renovated and upgraded. The former Court Dormitory was repurposed into an attractive Welcome Center and administrative offices, ensuring the preservation of this historic building.

The campus also includes a state-of-the-art Athletic center, a swimming pool, tennis courts, athletic fields, horse stables and riding track, and the Duncan H. Read Observatory. Thoughtfully spaced around the rim of the campus are numerous faculty houses and a guest house for visitors.



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Middleburg, Virginia

Middleburg is an attractive, tree lined village located in Northern Virginia, in the foothills of the Blue Ridge Mountains 40 miles west of Washington, D.C. and 15 miles from Leesburg. Known as “The Nation’s Horse and Hunt Capital,” the town is surrounded by rolling, open countryside and is the site of world-class equestrian competitions. Middleburg has numerous historic landmarks, a vibrant local arts scene, and both fine dining and high-end shops. The oldest building in town, the Red Fox Inn & Tavern, was originally established in 1728 by Joseph Chinn as Chinn's Ordinary and is billed as the oldest continually operated inn in the U.S. The Hill School, a JK-8 coeducational independent school, is also located in Middleburg. Dulles International Airport is 26 miles from campus.

Professional Memberships

Foxcroft is a member of the Virginia Association of Independent Schools (VAIS), the National Association of Independent Schools (NAIS), the Association of Boarding Schools (TABS), the National Coalition of Girls’ Schools (NCGS), and the Council for the Advancement and Support of Education(CASE), among other professional associations.

Successful Fundraising

In 2018, Foxcroft celebrated the successful completion of the Centennial Campaign, a historic effort to strengthen the School’s endowment and to support our residential life program through the construction of a new dormitory, the upgrade of existing dormitories and the renovation and repurposing of the oldest dormitory into the School’s Welcome Center. This \$75 million campaign finished \$4.9 million over goal and two years early, raising \$79.9 million which included the Bedford gift. During the course of the campaign, \$18.5 million in additional funds was raised in restricted gifts and for the Foxcroft Circle, the School’s annual fund. Overall, 588 donors gave to the campaign.



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Our Program and Philosophy

Foxcroft is a spectacularly beautiful campus with a forward-thinking program designed to help students succeed at the highest levels in college and beyond. The School's tradition of academic excellence and opportunity for women has been firmly established for more than 100 years. Yet, this longstanding mission to help each girl explore her unique voice and develop the skills, confidence, and courage to share it with the world has evolved into an impressive 21st-century program with increased emphasis on interdisciplinary and experiential learning, skills mastery, creativity, problem solving, collaboration, and ethical leadership.

Foxcroft's approach reflects the belief in the integral connection between a girl's physical, mental, and emotional well-being and her academic success. The School emphasizes wellness through a research based curriculum that is delivered in the classroom, in the residential program, and through an active and healthy lifestyle. Combined with personal attention that acknowledges students' varied interests, gifts, and learning styles, the School prepares its graduates exceptionally well for their adult lives.

Foxcroft's academic program offers 79 courses in six core disciplines, including 23+ AP and Advanced offerings, as well as opportunities for independent study, additional courses online through One Schoolhouse, and a distinct humanities track for non-native English speakers. The multifaceted STEM initiative offers students an advantage in crucial fields typically underrepresented by women and requires students take seminars in Digital Literacy, Wellness, and Financial Literacy. Foxcroft is the first school in Virginia to partner with Purdue University's EPICS engineering program.

Among the School's signature programs is Foxcroft's Exceptional Proficiency (EP) Program, which enables students with demonstrated talent and passion to spend time away from campus to train, compete, and pursue personal dreams, while receiving the academic support to fulfill the School's educational standards. Foxcroft also offers an Academic Concentrations Program that allows a student to focus her studies in one of several specific areas, above and beyond the requirements for graduation. The Academic Concentrations Program affords a unique opportunity for students to pursue deep learning in and out of the classroom in an area of passion for them.

In all, the School paves a path for academic, social, and interpersonal growth; provides the foundation for lifelong learning; and helps every girl explore her unique voice.



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Diversity and Inclusion

The Foxcroft community welcomes and celebrates the diverse histories, experiences, and identities of each of its members and believes that shared experiences — formal and informal — within a diverse community foster authentic human relationships and growth. The School also supports teachers and students in their journey toward greater human understanding and personal development through a variety of courses and topics studied throughout the curriculum and through programming, student organizations, leadership development, and professional development opportunities.

The School's core values of respect, integrity, kindness, and service to others guide the community's work of supporting each student and developing an inclusive culture comprising students and faculty of different backgrounds from across the country and around the world. Knowing that students graduate to live and work in a global community — where cultural competencies, collaboration, empathy, and inclusion are essential skills — Foxcroft encourages all members of the community to pursue knowledge, recognize their personal biases, view a topic from multiple perspectives, and demonstrate respect for other viewpoints. In addition, through open discussion and a variety of activities, student-led groups help increase understanding about issues of diversity and encourage students to engage in active listening and learning. For girls who share a common identity or life experience, affinity groups offer an important framework of association that inspires them to participate in a community of sharing.



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The Schoolhouse Campaign

The School now embarks on an exciting project to renovate our academic spaces and to build a new performing arts center and STEAM wing in order to support how girls learn best. The Schoolhouse Campaign aims to raise \$43 million dollars in four phased projects over 10 years:

- Phase 1, the renovation of the Music Building (slated to open in fall 2021) began this April
- Phase 2, 3 and 4 include the building of a STEM wing, the construction of a new performing arts center and the renovation of the main academic building (Schoolhouse).

The campaign is designed to ensure Foxcroft’s educational spaces reflect our program and philosophy.

Core Responsibilities

The Capital Campaign Director will report to the Director of Institutional Advancement and work in close partnership with the Head of School, to oversee campaign planning and implementation. Key responsibilities include developing strategy and facilitating campaign solicitations, identifying and cultivating leadership and major gifts prospects, creating a case for support and other solicitation materials, and organizing and supporting campaign volunteers. The Capital Campaign Director will work closely with the Advancement Committee of the Board of Trustees, which is the steering committee for the campaign. A key leader on the Advancement Team, the Capital Campaign Director works in concert with the other members of the team on all fundraising and friendraising efforts.



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The Capital Campaign Director will:

- Play a lead role in cultivating, soliciting, closing and stewarding leadership/major/planned gifts in support of the School's Schoolhouse Campaign
- Work independently, with colleagues, and with the Advancement Committee to develop campaign solicitation strategies and to identify and qualify a broad pool of potential donors
- Manage a portfolio of approximately 200 major gifts prospects - (100 active donors and 100 potential donors)
- Design and execute comprehensive fundraising and stewardship plans for each donor/prospect.
- Provide leadership in the facilitation of relationships between capital gift prospects and the Head of School, Trustees, and other volunteer leaders
- Cultivate and expand current giving by planned gift donors and integrate planned gift objectives into major individual donor asks
- Develop and expand philanthropic efforts with international constituencies
- Research and write grant proposals to appropriate foundations and corporations
- Identify, recruit and support volunteer leaders and other partners in support of capital campaign efforts
- Partner with school staff and volunteers in creating and implementing donor engagement opportunities
- Develop and assist in planning and implementing marketing efforts and events related to the cultivation, solicitation and stewardship of campaign prospects and donors
- Participate actively in the creation and production of campaign marketing pieces, both print and electronic
- Develop materials directed at individual donors/prospects, such as highly personalized proposals that are in line with donor interests and programmatic priorities
- Maintain complete and timely records of contacts with prospects and volunteers
- Work effectively and collaboratively with the Director of Institutional Advancement, the Head of School and the Advancement Committee Chairs in coordinating all fundraising efforts to ensure success of annual and capital goals
- Travel extensively to engage Foxcroft's 3,000-member constituency



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Desired Qualifications and Qualities

The most competitive candidates will offer most or all of the following qualifications and qualities:

Professional Qualifications

- A bachelor's degree and five or more years of development experience, preferably in capital fundraising
- A proven record of success in cultivating, soliciting, and closing major gifts, preferably in an educational setting
- Knowledge of gift planning practices
- Knowledge of grant writing
- Effectiveness in managing volunteers and staff
- Excellent oral and written communication skills
- Experience with fundraising databases; Raiser's Edge preferred

Personal Qualities

- Exceptional interpersonal skills and the ability to communicate with inspiration and clarity
- Teamwork and diplomacy skills
- A demonstrated ability to work independently and as a member of a team
- Ability to travel, to work flexible hours as necessary, including evenings for special events, meetings or other commitments
- Willingness to engage in the life of the School
- Commitment to navigating one's personal and professional life with the highest level of integrity



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Interested Persons Contact

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All inquiries and nominations are kept confidential.

Foxcroft School does not discriminate on the basis of age, gender, religion, race, color, sexual orientation, gender identity, genetic information, disability, or national or ancestral origin in the administration of its educational policies, scholarship and loan programs, athletic and other School-administered programs, or in the administration of its hiring and employment practices. The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job.



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