



Director of Legacy Giving

Thacher School
Ojai, California

Founded in 1889 by Sherman Day Thacher, The Thacher School serves academically talented students from 24 states and 9 countries in a rigorous college preparatory experience. Fifty-five percent of students identify as people of color. The faculty and students live and work closely together on a 427-acre campus nestled in the foothills of the Los Padres National Forest in Ojai, California (85 miles north of Los Angeles). Honor, fairness, kindness, and truth are the cornerstones of school life. Together, the school community commits to the belief that demands in the academic classroom, when combined with those of mountains and horses, of sports and the arts, produce independent minds, strong bodies, and powerful character. The School enrolls 260 students, has an operating budget of \$29 million, and an endowment of \$170 million.



Thacher's track record of fundraising is exceedingly impressive. In June 2021, Thacher finished the \$190 million "Next Peak" Capital Campaign to enhance the endowment, create a new Dining Hall, and the new Creativity and Technology Center. The annual giving and events programs are very strong—42% percent of alumni and 90% of parents supported the school last year. Thacher is among the most supported schools in the nation, raising \$5.4 million for the Annual Fund and \$13 million in major gifts in the 2022-2023 school year.

Director of Legacy Giving

The Director of Legacy Giving is responsible for identifying, cultivating, soliciting, and stewarding Planned Gifts, Major Gifts, and Annual Fund leadership gifts (\$10,000-\$50,000). They will also collaborate closely with other Leadership Gift Officers and other teams. They will work with prospective donors to determine their philanthropic interests related to the School's fundraising goals through the Annual Fund, Endowment, Capital, and Planned Giving Programs. This role is expected to travel locally and long distance approximately 50% of the time. **This position is expected to be on campus 6-10 days per month and can work some days remotely when not traveling.** The Director is expected to serve as an integral team player within the Alumni and Development office and with their team and department leadership.



Carney
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& ASSOCIATES

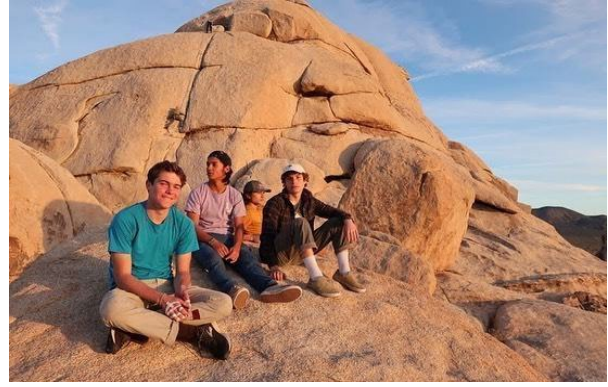
Carney, Sandoe & Associates

The Search Group

200 High Street, Suite 610, Boston, MA 02110

T 617.542.0260 · F 617.933.3426

search@carneysandoe.com · carneysandoe.com



Major Functions and Responsibilities:

- Manage a personal portfolio of 125-150 gift prospects (for both annual fund, capital and planned gifts), which may include current parents, alumni, parents of alumni and grandparents.
- Craft proposals, talking points, contact reports and cultivation/stewardship correspondence as needed and in partnership with the Leadership Giving Team.
- Plan and execute a target of 120+ prospect visits per year.
- Prepare and submit goals that contain specific timelines, projected results, and outcomes.
- Assist in the identification of annual giving leadership prospects in partnership with annual giving and alumni relations.
- Advocate for the direction of the School and its leadership.

Experience and Skills:

- Alignment with and an ability to articulate the mission and values of The Thacher School, the School's commitment to equity and inclusion, and its current direction of strengthening the school culture.
- Strong interpersonal, oral, and written communication and database skills.
- Experience in successfully cultivating and securing planned gifts is required.
- Knowledge of and ability to connect with donors about estate planning tools
- Knowledge of fundraising culture is an asset and experience with secondary or higher education and moves management is preferred but not required.
- Impressive track record in fundraising.
- Bachelor's degree preferred.
- Ability to work independently and as a member of a team in a fast-paced environment.
- Experience communicating with constituents across demographics
- Ability to prioritize and manage multiple tasks effectively and efficiently.
- Significant travel is required.
- Alignment with the School's focus on DEI work
- Experience with Raiser's Edge or an equivalent CRM.
- Trust, accountability, discretion, honesty, and a team player.



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Other Requirements:

A criminal background check must be successfully completed before employment can begin.

Physical Requirements:

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this position. As prescribed by law, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

**Salary Range:**

Salary Range is \$125,000-\$170,000. Final salary will depend on several factors, including a candidate's qualifications, skills, competencies, experience, and internal equity. Thacher offers a competitive total rewards package, which includes a 403(b) match, healthcare coverage, and a broad range of other benefits including relocation support. **This position does not include on-campus housing.**

Interested Persons Contact:

Jonathan K. Ball
Managing Associate
Carney, Sandoe & Associates
617-933-3450 (dir)
jball@carneysandoe.com

All inquiries and nominations are kept confidential.

Thacher 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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