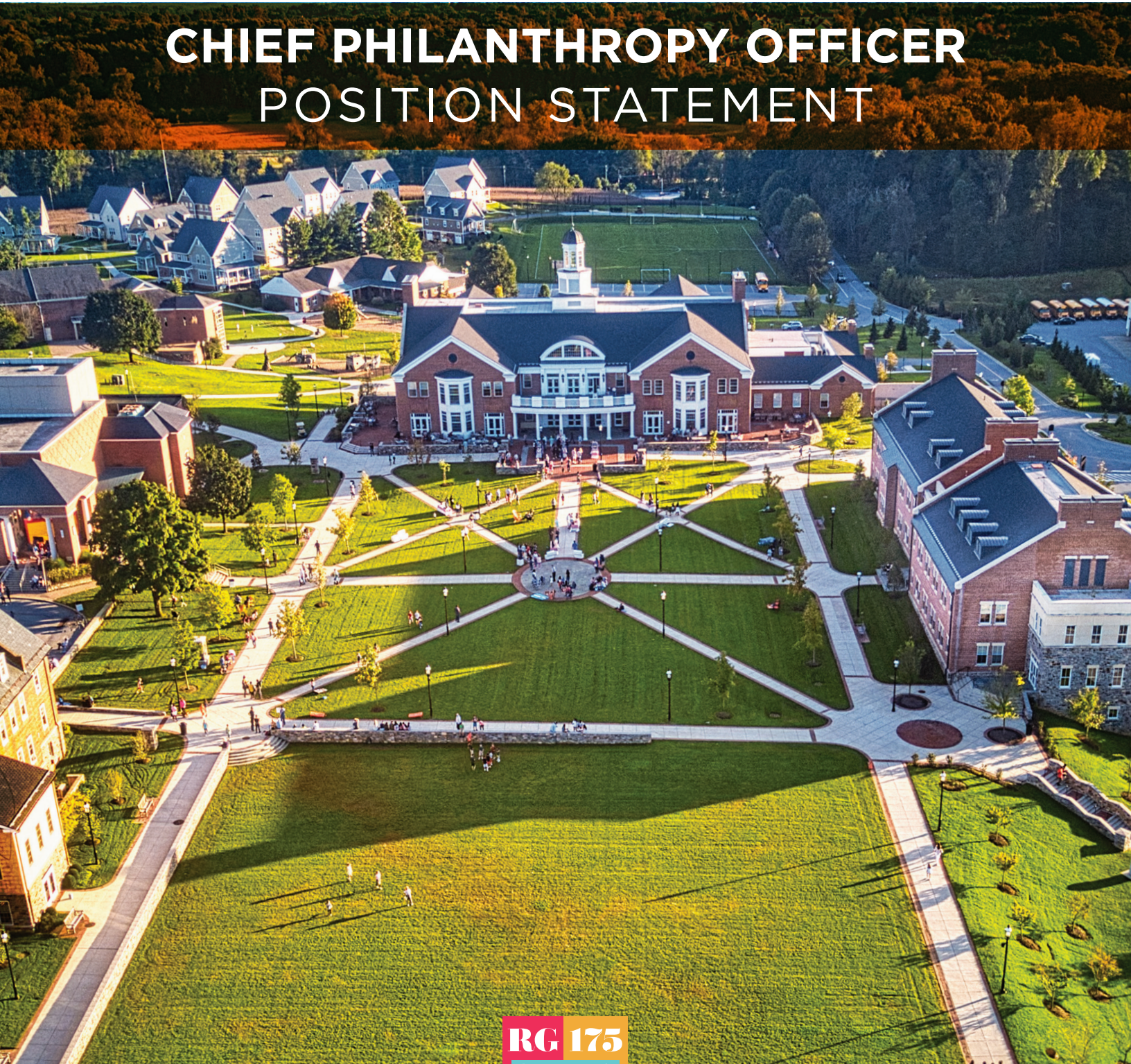




McDONOGH

CHIEF PHILANTHROPY OFFICER POSITION STATEMENT





ABOUT MCDONOGH

McDonogh is an independent, coeducational day and five-day boarding school in the suburbs of Baltimore, MD, that enrolls students in prekindergarten through twelfth grade. Providing life-altering educational opportunities that inspire joy in learning and promote personal and intellectual growth is at the heart of the McDonogh experience. The School's talented and caring teachers prepare students to lead and to be a force for good in a rapidly changing world.

In addition to state-of-the-art academic, art, and athletic facilities, McDonogh's 800-acre campus provides countless opportunities for exploration. A unique highlight is Roots, a 10-acre farm where students experience hands-on learning and harvest produce for The Maryland Food Bank.

McDonogh's fleet of 20 buses serves Baltimore City and surrounding counties. The five-day boarding option allows Upper School students to experience activities, traditions, spirit, and community to the fullest.

OUR MISSION, VISION, AND VALUES

McDonogh is a school that finds joy in work and play. We prepare students to lead in a rapidly changing world.

OUR MISSION is to provide life-altering educational experiences that inspire personal and intellectual growth.

OUR VISION is of a dynamic, inclusive community built on lifelong relationships, the pursuit of excellence, and a shared commitment to do the greatest possible amount of good.

OUR VALUES

- INTEGRITY.** Strong character consists of being true to oneself and honest with others.
- RESPECT.** Empathy and civil discourse help make McDonogh a place where everyone belongs.
- RESILIENCE.** The ability to overcome life's challenges with grace is essential for self-discovery.
- CURIOSITY.** We are lifelong learners in joyful pursuit of knowledge and wisdom.
- GRATITUDE.** "We give something more than we take" because service to others brings meaning and purpose.

AT A GLANCE

- McDonogh enrolls **1,460 students** from the greater Baltimore region.
- The student body represents a wide range of racial, ethnic, religious, socioeconomic, and geographic backgrounds. **(44% students of color.)**
- **Five-day boarding** is an option for upper school students.
- McDonogh employs the equivalent of **190 full-time faculty** members.
- **50 faculty and staff families live on campus** and are involved in our vibrant boarding program.
- **67% of faculty hold advanced degrees**, and the average teaching tenure is 15 years.
- The woods, fields, ponds, and streams—part of our **800-acre campus**—serve as an outdoor classroom.
- Roots, a **10-acre campus farm**, offers students hands-on experiences such as planting and harvesting produce for our dining hall and area food pantries.
- Our **top-notch facilities** include an innovation center, a STEM building, two theaters, an art gallery, a riding hall, an Olympic-sized pool, and numerous playing fields and tennis courts.
- McDonogh is a member of **NAIS, AIMS, and INDEX**.





HISTORY

McDonogh School has been a defining presence in Maryland's educational landscape for more than 150 years. Founded in 1873, the School was originally established as a farm school for poor boys. For close to a century, McDonogh operated as a semi-military boys school whose mission evolved into one that emphasized both intellectual growth and the development of character. In 1971, the semi-military program was dropped, and in 1975, the school became coeducational.

Since its founding, McDonogh has had an unwavering commitment to providing students with a comprehensive, well-rounded liberal arts education. The PK-12 curriculum ensures that students acquire a broad conceptual understanding as well as more specialized knowledge in core disciplines. McDonogh's [LifeReady](#) framework guides faculty in how they teach, with the understanding that deep learning occurs when students think critically, apply knowledge and skill,

and have opportunities to transfer understanding to novel situations.

In 2019, McDonogh became one of the first independent schools in the region to establish a formal service-learning program, [Greatest Good McDonogh](#), weaving community engagement into the fabric of student life. Today, the School's 800-acre campus, with a [10-acre working farm](#), has grown into a dynamic hub of learning, home to nationally recognized programs in academics, arts, and athletics, as well as a thriving [five-day boarding](#) program.

Generations of McDonogh alumni have become leaders in Baltimore and beyond, living out the School's mission to do the greatest possible amount of good in the world. Today, McDonogh continues to evolve to meet the needs of a diverse and dynamic student body, preparing young people to lead in a rapidly changing world. With a vision rooted in both tradition and innovation, McDonogh is a school that finds joy in work and play.

ESSENTIAL TO OUR MISSION

LIFEREADY LEARNING: ACADEMIC AND CO-CURRICULAR VISION

LifeReady—McDonogh's vision for teaching and learning—is a framework that guides our faculty in how they teach. Our classrooms are vibrant spaces of inquiry, analysis, and understanding where students take an active role in their learning.

GREATEST GOOD MCDONOGH: SIGNATURE CIVIC IMPACT PROGRAM

Greatest Good McDonogh aims to close the gap between students' intention and their ability to do good in the world. Students learn best practices in service learning, philanthropy, community engagement, and civic innovation.

ROOTS FARM: OUR OUTDOOR CLASSROOM

Students gain an appreciation for the connection between the environment, health, society, and food at Roots Farm. Our 10-acre outdoor classroom boasts two barns, a greenhouse, a culinary kitchen, 11 active beehives, 16 hens, and six turkeys.

FREEDOM OF EXPRESSION & CIVIL DISCOURSE

McDonogh School teaches students how to think, not what to think. Through civil discourse, students learn to develop thoughtful beliefs by listening, sharing ideas, understanding different perspectives, and debating effectively. This prepares them to become trusted stewards of democracy.

Learn more about our commitment to academic excellence in our new [Academic Strategic Plan](#).





LIVING AND WORKING IN BALTIMORE

With its distinctive character, accessible location, and wealth of opportunities, Baltimore provides an engaging backdrop for the McDonough experience—an environment where students, families, and faculty can thrive both on campus and beyond. Learn more about [living in Baltimore](#) and [Maryland](#).

“CHARMING” SUBURBAN NEIGHBORHOODS:

Baltimore is commonly referred to as Charm City, and the suburbs are no different! Northwestern Baltimore and its towns, such as Owings Mills, Pikesville, and Reisterstown, offer welcoming family-friendly communities with spacious homes and easy access to retail and leisure activities.

PROXIMITY TO NATURE: Enjoy the best of both worlds with suburban living close to beautiful natural areas like Oregon Ridge Park, Patapsco Valley State Park, and Liberty Reservoir—perfect for hiking, biking, and outdoor recreation.

CONVENIENT COMMUTING: With quick access to major highways like I-95 and I-83, living in

the Baltimore area makes commuting downtown or to nearby cities like Washington, D.C., Philadelphia, or New York City easy.

CENTRAL LOCATION: Baltimore’s central Maryland location provides easy access to a variety of recreational activities. Water enthusiasts can explore the Chesapeake Bay and its scenic tributaries, while a short drive east brings you to the beaches of Ocean City. Head west, and you’ll discover beautiful hiking trails and ski slopes in Western Maryland, all within a three-hour drive.

ACCESS TO TOP HEALTHCARE: Living in Baltimore places you near some of the region’s best healthcare facilities, including the highly renowned Johns Hopkins and University of Maryland Hospitals.

POSITION OVERVIEW

This is a compelling moment to join McDonogh School. With its storied history, extraordinary community, and ambitious vision for the future, the School seeks a seasoned and mission-driven leader to serve as its next **Chief Philanthropy Officer (CPO)**. A successful candidate will be a collaborative, strategic, and results-oriented advancement leader who will help shape the future of one of the Mid-Atlantic's most respected independent schools.

The CPO will oversee a comprehensive, integrated advancement program encompassing development, advancement services, alumni engagement, and stewardship. The successful candidate will partner closely with the Head of School, the Board of Trustees, faculty, staff, alumni, parents, and friends to expand philanthropic support for McDonogh's **Mission, Vision, and Values**. With responsibility for major and planned giving, annual giving, campaigns, and alumni and parent engagement, the CPO will be a key driver of the School's next phase of growth and impact.

The ideal candidate will bring demonstrated success as a strategic and relational fundraiser, particularly in securing major gifts and leading campaigns. Equally important will be the ability to build strong relationships across constituencies, inspire trust and enthusiasm, and articulate McDonogh's mission with clarity and distinction. As a senior member of the Leadership Team, the CPO will serve as a thought partner to the Head of School and play a critical role in ensuring McDonogh's long-term sustainability and excellence.



KEY RESPONSIBILITIES

LEADERSHIP AND GOVERNANCE

- Serve as a key member of the McDonogh Leadership Team, contributing to institutional strategy, culture, and decision-making.
- Build, mentor, and inspire a cohesive development team, fostering a collaborative, goal-oriented, and high-performance culture.
- Partner closely with the Head of School and Board of Trustees, staffing key committees and ensuring effective communication and alignment around philanthropic priorities.
- Communicate a broad understanding of McDonogh's Mission, Vision, Values, and Academic Strategic Plan, and articulate the critical role philanthropy plays in advancing them.
- Represent the School locally and nationally at events, conferences, and community functions, enhancing its profile and cultivating enduring relationships with key stakeholders.
- Remain current on best practices and innovations in advancement, bringing fresh ideas and thought leadership to McDonogh's philanthropic efforts.

FUNDRAISING AND DEVELOPMENT STRATEGY

- Provide visionary leadership for all development functions, including annual giving, major and planned gifts, capital campaigns, donor stewardship, and alumni and parent engagement.
- Design, implement, and oversee a comprehensive fundraising strategy aligned with McDonogh's Mission, Vision, Values, and long-term goals.
- Partner with the Head of School and Board of Trustees to identify, cultivate, solicit, and steward major donors and philanthropic partners.
- Strengthen philanthropy operations, including prospect management, gift processing, reporting, and donor communications, ensuring efficiency and transparency.
- Develop and maintain volunteer and committee structures that maximize fundraising potential and

foster deeper engagement with donors and families.

- Lead efforts to grow and strengthen McDonogh's alumni program, creating meaningful opportunities for alumni to remain connected and give back to the School community.
- Serve as a visible and compelling ambassador for McDonogh to donors, alumni, families, and community partners, inspiring investment in the School's mission and future.

COLLABORATION AND COMMUNITY ENGAGEMENT

- Collaborate across departments—including admissions, communications and marketing, and academic leadership—to ensure philanthropic strategies are aligned with schoolwide goals.
- Work with the communications team to develop compelling materials, stories, and campaigns that demonstrate the impact of philanthropy on McDonogh's students and programs.
- Partner with faculty and staff to promote a culture of philanthropy throughout the community, ensuring all stakeholders understand and embrace the value of giving.
- Model and champion McDonogh's values of integrity, respect, resilience, curiosity, and gratitude in all external and internal relationships.

QUALIFICATIONS & ATTRIBUTES

PROFESSIONAL EXPERIENCE & SKILLS

- A minimum of 10 years of progressively responsible leadership experience in advancement, development, or philanthropy, ideally within an independent school, higher education, or mission-driven nonprofit organization.
- Proven track record of designing and executing successful fundraising strategies, including major gifts, annual giving, capital campaigns, and planned giving.

- Demonstrated success in cultivating, soliciting, and stewarding transformational gifts and building long-term donor relationships.
- Experience overseeing development operations, including prospect research, database management, gift processing, and reporting.
- Familiarity with alumni and parent engagement strategies that build lifelong connections with an institution.
- Exceptional leadership and team-building skills, with the ability to inspire, mentor, and manage advancement professionals.
- Superior written and oral communication skills, with the ability to articulate institutional values and philanthropic priorities to diverse audiences.
- Confidence and experience serving as a senior advisor and partner to a Head of School, Board of Trustees, and Senior Leadership Team.

STRATEGIC AND ORGANIZATIONAL ABILITIES

- Strategic thinker with the ability to align philanthropy with broader institutional goals and priorities.
- Strong organizational and project management skills, with the capacity to manage multiple initiatives simultaneously.
- Analytical mindset with the ability to use data to inform strategy, assess performance, and drive continuous improvement.

- Demonstrated ability to innovate and implement best practices in advancement programs and operations.

PERSONAL ATTRIBUTES

- A collaborative, collegial, and transparent leadership style rooted in integrity, empathy, and discretion.
- Enthusiastic champion of McDonogh's Mission, Vision, Values, and community.
- High emotional intelligence, cultural competency, and a deep commitment to diversity, equity, and inclusion.
- Warm, energetic, and confident presence; comfortable serving as a public ambassador for the School.
- Motivated, flexible, and solutions-oriented, with a growth mindset and commitment to ongoing professional learning.
- Ability to inspire generosity by building authentic relationships and demonstrating the transformative power of philanthropy.

EDUCATION

- Bachelor's degree required; advanced degree in a relevant field (e.g., nonprofit management, business, education, communications) strongly preferred.

COMPENSATION AND BENEFITS

- Competitive salaries
- Health, dental, life insurance, and vision plans
- Health Savings Account (HSA)
- Personal days, holidays, and illness leave
- Retirement plan with generous school contributions
- Comprehensive employee wellness program
- Breakfast and lunch provided (M-F)
- On-campus housing possibilities
- Access to the School's training facility and campus walking, running, and hiking trails

MCDONOUGH

CHIEF PHILANTHROPY OFFICER POSITION STATEMENT

SALARY

This position is a salaried, exempt, full-time, 12-month position. Evening and weekend work required. This position includes local and national travel. Compensation will be offered in the range of \$170,000-\$210,000.

HOW TO APPLY

McDonogh School has engaged Resource Group 175 to lead this search. Interested candidates should [apply online](#). *Please do not contact the school directly.*

Please include:

- Letter of Interest that addresses: Why this opportunity at McDonogh and why now?
- Résumé or CV

Applications will be reviewed as they are received this fall. Initial conversations will be ongoing with a plan for the school team to begin interviews in November. We anticipate a hire being made around the end of the calendar year with the next Chief Philanthropy Officer beginning July 2026.

If you have any questions, please contact Emilie Henry at emilie.henry@rg175.com or Jim Pattison at jpattison@rg175.com, who are supporting the search.

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

McDonogh School is an equal opportunity employer and educator who fully and actively supports equal access for all qualified applicants, regardless of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability status, genetic information or testing, family and medical leave, protected veteran status, or any other characteristic protected by law.

We prohibit retaliation against individuals who bring forth any complaint, orally or in writing, to the employer or the government, or against any individuals who assist or participate in the investigation of any complaint, or otherwise oppose discrimination.

