

POSITION STATEMENT

CAMPBELL HALL

STUDIO CITY, CALIFORNIA



DIRECTOR OF ADVANCEMENT SEARCH

START DATE: JULY 1, 2026

Campbell Hall
EPISCOPAL





OVERVIEW

Campbell Hall is an independent, gender inclusive, Episcopal, K-12 day school located in the Studio City neighborhood of Los Angeles, California enrolling approximately 1,100 students.

“Campbell Hall is a congregation,” as one school administrator described it: one where people are busily engaged, happy in their work, and where they all seem to know one another. Combining the big city reality that is Los Angeles with this “family feel” is quite a feat, one that the school has mastered. It is captured in the mission statement: “Campbell Hall is a community of inquiry committed to academic excellence and to the nurturing of decent, loving and responsible human beings.”

On the inside, the bustle is audible, the output is visible, and the camaraderie is palpable. Outside, the hum of the city is an ever-present reminder of the creative community and entertainment industry that flourish in this corner of Los Angeles. Indeed, the school has a number of notable alumni who are recognizable names in creative, visual, and performing arts as well as athletics.

Founded in 1944, the school has had three Heads of School: the founder, The Rev. Dr. Alexander Campbell; The Rev. Canon Thomas G. Clarke; and presently, The Rev. Canon Julien P. Bull. Drawing from the Episcopal tradition that

knowledge comes from asking questions rather than asserting answers, the school challenges the community each day to investigate the meaning of lives lived together. At its heart, Campbell Hall is a community exploring together the nature of reality, the norms of culture and concrete ways to make the world a better place.

The school seeks a strategic, relational, and action-oriented Director of Advancement (DoA) to lead its advancement program and strengthen the culture of philanthropy that sustains and enhances every aspect of the Campbell Hall experience. This individual will join a close-knit, mission-driven community that believes deeply in the power of education to transform lives—and that sees philanthropy as an expression of that belief.

The ideal candidate will bring deep experience across the full spectrum of advancement, including annual, major, and planned giving; capital and endowment campaigns; alumni and parent engagement, stewardship, and advancement operations.

As a member of the senior leadership team and a key thought partner to the Head of School, the DoA will guide all fundraising and engagement strategy with vision, energy, and a deep commitment to Campbell Hall’s values and aspirations. All those who are eager to make a transformational impact and build a best-in-class operation to inspire limitless possibilities are encouraged to apply.

SCHOOL CULTURE, ACADEMICS, ART & ATHLETICS

At Campbell Hall, academic rigor isn't just about challenge; it's equally about support. Adults on campus are committed to students' success and provide robust tools and resources to ensure students are positioned to excel. To achieve academic excellence, the school pursues knowledge which cannot be taught to a test but grows internally through the values embedded in the curriculum. The school seeks a balance in the lives of the students, believing that offering a contemplative center is the foundation of real learning.

While in many ways a traditional school, Campbell Hall is known for its developmental and creative approach to curriculum. A joyfulness where students learn to love learning pervades all three divisions. Launched in 2024-2025, the Faculty Innovation Incubator supports innovative curriculum ideas into the classroom that fosters the depth and breadth of content, the mastery of essential skills and the internal motivation necessary for a life of intellectual curiosity. For more information regarding the academic program, please click here: <https://www.campbellhall.org/academics/overview>

The arts are an essential component of the holistic approach to education. The students learn to listen and to make music, they sing and dance, they perform, and they create. As in all other aspects of the curriculum, students are active participants in their learning and are encouraged to discover. To discover the depth of the creative, visual, and performing arts programs at Campbell Hall, please click here: <https://www.campbellhall.org/arts/performing-arts/arts-at-campbell-hall>



Athletics play an important part in the life of the school. Campbell Hall athletes consistently excel in both team and individual competitions. Over the years, the school's teams have earned 25 CIF-SS Championships, 10 California State Championships, and 93 league championships, playoff appearances, and tournament victories with the volleyball, tennis, and basketball teams most recently in the spotlight. 115 athletes have gone on to compete at the collegiate level, receiving scholarships to prestigious universities.

Diversity, Equity, Inclusion, and Justice

Campbell Hall seeks to build and support an open community that is dedicated to the principle of respect and that honors the diversity of the human experience. The school is committed to listening and working to dismantle systems of oppression by creating policies, programs, and opportunities with DEI as the driving force. These values and infrastructure create opportunities for members of the community to teach and challenge one another to think more broadly, take care of one another more deeply, and work at playing a true role in social justice more proactively, personally, and genuinely.

Signature Programs/Public Partnerships

Campbell Hall extends its core resources to serve and make a positive impact on the broader community. As part of CH's IDEA Center (Inquiry, Democracy, Equity, Agency), the Public Partnership Incubator is designed to help develop mission-aligned programs that create a meaningful and reciprocal relationship between Campbell Hall and the underserved schools in the community.

For 10 years, the Campbell Scholars Program (CSP) has supported low-income, high-achieving public school students aspiring to be the first in their families to graduate from a four-year college. Through summer classes, tutoring, test prep, high school/college counseling, scholars receive the academic tools and mentorship to thrive and pursue secondary and post-secondary opportunities. In 2023-24, the first cohort of Campbell Scholars graduated from selective colleges and universities. 204 scholars and families have been impacted, 90% placed in a selective college or university, 95% percent received full-tuition scholarships, and 100% are first generation college applicants.

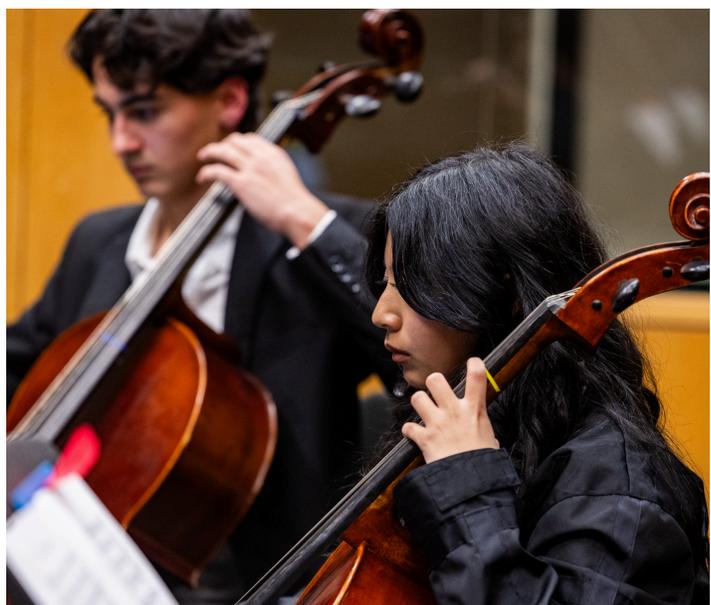
The Creative “Riting” Enrichment

Workshop (CREW) is a creative writing program for local public school students in 4th and 5th grades to develop their storytelling voices. The Math Enrichment Workshop (MEW) trains Campbell Hall high school students to become effective math mentors. The Theater Arts Residence (TAR) immerses local public high school students in a dynamic, three-week summer theater workshop. The Youth Visual Arts Residency (YVAR) is a three-week summer intensive for high school artists in grades 10-12 who attend public schools to sharpen their technical skills, develop an artist statement and create ambitious works in the school's state-of-the-art studios.

Campus and Living in Los Angeles

Los Angeles is the backdrop to Campbell Hall. A vast, sprawling, polyglot city of neighborhoods with people from every corner of the earth, every language and cuisine imaginable, it is a city with cultural opportunities too vast to enumerate, world-class universities and top-flight professional sports teams, to say nothing of the entertainment industry whose writers, actors, producers, composers, and executives send so many children to Campbell Hall. With its strong town-school partnership, Studio City plays a meaningful role in the life of Campbell Hall. Students engage in local service projects, attend town events, and contribute to the broader civic landscape.

From its earliest days, Campbell Hall has embraced a holistic educational model that places equal value on academic excellence, spiritual development, athletic engagement, and the arts. Fostering meaningful relationships between students and faculty allows for the cultivation of a community where every member is known and valued. In recent decades, Campbell Hall has continued to grow and modernize while preserving its commitment to timeless values—adding new facilities, expanding its global reach, and welcoming a diverse and talented student body from across the country and around the world.



The beautiful campus is situated on fifteen acres, with each division having a distinct and age-appropriate feel while feeling cozy and unified at the same time. The school has added a number of new buildings over the past two decades: the Carsey Gallery, the Lynn & David Angeli Reading Room, the Ahmanson Library, and the Nathanson-Swiger Chapel and Spiritual Center.

In 2012, The Spielberg Family Arts and Education Center (AEC) transformed the campus, establishing a greater visibility and presence for the community at large. The school is now in the process of completing the funding of Phase 2 of the Strategic Plan (\$11 million to the \$45 million goal) for the Holiday Center as part of its CHNEXT campaign.

The Holiday Center invests in students' health, wellness, athletic and academic education while providing more nature-filled spaces. It will add a 900-seat gymnasium, a healthy-eating dining hall, an elementary music room and dance studio. For a virtual tour of the campus, please click

<https://tours.vntpoint.com/tours/campbellhall/>

FAST FACTS

- Founded: 1944
- Location: Studio City, CA
- Campus: 15 acres
- Faculty/staff: 271; 39% faculty/staff of color
- Number of faculty with advanced degrees: 61%
- Enrollment: 1,100 students; students from 110+ zip codes; 50% students of color
- Tuition, 2025-26: K-6, \$46,160; 7-12, \$54,100; new student fee: \$2000; other anticipated fees: \$2500-\$3500
- Financial Aid as a % of Budget: slightly less than 22%
- Operating Budget: \$60 million
- Total Financial Aid: approximately \$9+ million;
- Endowment: \$30 million
- Debt: \$55 million



LEADERSHIP AND GOVERNANCE

Head of School

The Rev. Canon Julian P. Bull has been the Head of School at Campbell Hall since 2003. He graduated from Albuquerque Academy and went on to receive his Bachelor's degree from Dartmouth College in 1982. He earned his Master's degree from Boston College and received his Master of Divinity in 2004 from Virginia Theological Seminary. He was ordained into the Episcopal priesthood on September 29, 2007, in a ceremony held in the Garver Gymnasium on Campbell Hall's campus. He was named a Canon of the Cathedral in 2009.

His previous role as Head of Trinity Episcopal School in New Orleans gave him keen insight into heading an Episcopal school by balancing the spiritual, emotional, and academic needs of students. He then served in a number of key leadership roles at Albuquerque Academy before coming to Campbell Hall. Canon Bull is intimately involved with the students while providing leadership to the external community.

Associate Head of School

Dr. Christopher Dennis is the Associate Head of School, joining the school in 2021 and now helping the pedagogical side of the school. His background includes stops at the Hamoui Family Sage Center, Collegiate School (NYC), Scripps College, Bowdoin College, ABC (A Better Chance) among others.

His bachelor's degree is in Kinesiology from Concordia University (St. Paul, MN) where he also earned his Master's degree in Organizational Management. He has a master's from University of California-Riverside in Higher Education Administration and Policy; and his PhD. is from the University of San Diego School of Leadership and Educational Sciences.



A SCHOOL WITH AMBITIOUS VISION: PHILANTHROPIC AND FINANCIAL OVERVIEW

Campbell Hall's operating budget is approximately \$60 million, with 86% of the budget covered by tuition. The endowment is valued at nearly \$30 million, and the school holds \$55 million in debt. While on solid financial footing, there is a need to address sustainability issues with the pending debt load.

Campbell Hall's annual fund (CH NOW) realized in 2024-25 was \$3.8 million with 71% parent participation. Campbell Hall's reachable alumni base is 4,470 strong - passionate, yet not as fully engaged and involved as desired. Both the Head of School and the Board of Trustees are eager to partner with the DoA to strengthen the culture of philanthropy, expand the donor base, grow the annual fund, increase the endowment, and support the strategic plan that will inspire strategic capital improvements over the next 5-10 years. This role offers a rare chance to make a profound and lasting impact on a school that fosters the development of young people who are imbued with values that lead them to leave the world better than they find it.



KEY RESPONSIBILITIES FOR THE DIRECTOR OF ADVANCEMENT

Campbell Hall is characterized by an engaged community life that allows for growth and discovery in every dimension. Faculty, staff, and administration meet students where they are and champion everything they aspire to be. The Director of Advancement (DoA) will conceive and oversee all fundraising efforts to ensure effective and productive engagement and support from all stakeholders.

The DoA leads a 12-member advancement department and works closely with the Head of School and the Board of Directors. This position reports to the Head of School. It includes serving on the school's leadership council and sits on the Advancement and Finance Committees of the Board of Directors.

The DoA will develop and implement a comprehensive strategy that is bold, creative, and inclusive of all members of the school community. In consultation and collaboration with the Head of School, the DoA will create short- and long-term fundraising strategies that ensure Campbell Hall's ability to fully lean into a values-based and relevant academic experience that graduates students of integrity who contribute significantly to the communities of which they are a part.

This individual will build genuine and meaningful relationships both internally and externally; have a proven track record of fundraising success; demonstrate a deep understanding and appreciation for the school's mission and aspirations; approach the work with a sense of possibility, tenacity, and professionalism; and will build, inspire and invest in a high-performing team to foster long-term stability and growth.

In a community where every person's participation is valued, the DoA will be a visible and engaged member while serving as a strategic thought partner to the Head, Board of Directors, and Senior Leadership Team. A gritty, agile, sophisticated individual who is confident yet grounded with a high-EQ is desired. Carrying a portfolio of major and principal-level prospects, the DoA will be an inspirational storyteller and a trusted advisor, providing meaningful opportunities for constituents to make a difference for a place they care deeply about.

Those who are visionary, approachable, and have a talent for building productive relationships are encouraged to apply. Ideal candidates will be forward-thinking, able to establish clear priorities, action-oriented but collaborative, a gifted problem-solver and challenge-seeker, stay abreast of trends and best practices, and last, but not least, enjoy being with children!

Strategic Leadership

- Provide visionary leadership for all advancement functions, including annual, major, and planned giving; capital campaigns; operations; and alumni and parent engagement.
- Build, manage, and inspire the advancement team and oversee hiring, yearly performance reviews, and professional development and growth. Develop and oversee the advancement office budget.

- Participate in meetings of the Board of Directors and serve as the liaison for the Advancement and Finance Committees, ensuring the smooth functioning of this committee per Campbell Hall's bylaws.
- Communicate a broad understanding and awareness of the School's mission, values, and strategic plan and key priorities.
- Serve on the Head of School's Senior Leadership Team, contributing to institutional strategy, culture, policy- and decision-making.
- Maintain an active and visible presence within the community.
- Remain abreast of industry standards and innovation through a commitment to ongoing learning; represent the school within local and national professional development associations.

Fundraising and Engagement

- Lead the design, implementation, and oversight of a comprehensive fundraising strategy that aligns with the School's mission, values, and strategic priorities.
- Partner with the Head of School and Board of Directors to identify, cultivate, solicit, and steward high-capacity donors and strategic philanthropic partnerships.
- Oversee and manage capital campaign planning, implementation, and fundraising efforts, working collaboratively with the Head of School, and fundraising volunteers.
- Establish and maintain the necessary volunteer programs and committees to enhance and maximize fundraising initiatives and foster donor engagement.



- Systematize and strengthen advancement operations, including prospect management, gift processing, reporting, and data analytics.
- Envision and implement a robust alumni program that effectively engages alumni in the life of the school while meeting them where they are and adding value to their lives today.
- Direct all constituents (alumni, parents, guardians, grandparents, and faculty/staff) engagement strategies and activities directly related to fundraising; avoidance of donor silos.
- Establish and oversee the school's policies on fundraising, gift acceptance, and data protocols and processes.

LEADERSHIP QUALITIES, PERSONAL ATTRIBUTES, AND QUALIFICATIONS

- Leadership Qualities and Personal Attributes
- Enthusiastic commitment to the school's mission.
- Demonstrated servant leadership style, embodying Campbell Hall's mission as exemplifying a collaborative, decisive, motivating and engaging communication style.
- High degree of emotional intelligence, including self-awareness, self-management, social awareness, and empathy.
- An active listener and curious learner.
- Superior talent for identifying, selecting, retaining, and inspiring outstanding advancement professionals—supporting, guiding, and championing their growth.
- Professionalism and discretion; ability to maintain confidentiality.
- Flexible and trustworthy.
- Ability to navigate the complexities and ambiguities of leading and inspiring others in a complex, deeply invested community.
- Exceptional interpersonal, communication, and organizational skills; ability to articulate complex ideas in a credible, meaningful manner.
- Ability to translate big ideas into action.
- Knows how to “close” gifts.
- Motivated, problem-solver, and willingness to roll up your sleeves.
- Cooperative, open-minded individual who appreciates the value of teamwork and collaboration.
- Growth mindset and ability to seek and utilize data to inform decision-making, implementing strategies to enhance development efforts.
- Comfort and proficiency with inspirational and informative presentation-making.
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- Managing up, down, and sideways in an effective manner.
- Strong organizational and project management skills with keen attention to detail and ability to manage multiple priorities simultaneously.
- A commitment to diversity, equity, inclusion, and justice.

Qualifications

- A minimum of 10 years of progressive leadership experience in independent schools, higher education, or nonprofit fundraising, with an understanding of the independent school environment preferred.
- Proven track record of designing and executing effective fundraising strategies in the areas of annual giving, major gifts, capital campaigns, and planned giving.
- Exceptional leadership and team-building skills with the ability to inspire, motivate, and grow team members.
- Demonstrated ability to build strong relationships with donors, families, alumni, trustees, and community partners.
- Strong organizational and project management skills.
- Comfortable serving as a public ambassador for the School.
- A bachelor's degree is required; an advanced degree in a relevant field (e.g., education, nonprofit management, business) strongly preferred; fundraising certification (CFRE, FAHP, CFP, CSPG or equivalent) is preferred.
- Experience with Raiser's Edge donor records systems.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this position, such as the ability to communicate in English and use a computer. This position is active and requires navigating a

large, multi-level campus. Additionally, employees must be able to:

- Be stationary at a computer and keyboard for moderate periods.
- Transport up to 20 pounds on a frequent basis.
- Ability to communicate with students, parents, and groups of individuals
- Travel
- Ability to work occasional evenings and weekends, means of travel to off-site events, ability to travel, domestically and abroad as needed.

FOR CANDIDATES

Compensation and Benefits

Campbell Hall uses a salary scale that is based on education and years of experience and is anticipated to be in the \$215,000-265,000 range, a robust and comprehensive benefits package, and professional development opportunities. The school is committed to supporting team members in their personal and professional growth.

This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee. Other duties, responsibilities, and activities may change or be assigned at any time with or without notice.

Duties and tasks in this position are varied and complex. The position works on whole problems or projects. This position directs projects, and challenges are resolved with complex and precedent-setting solutions. This position requires a high degree of collaboration. This position operates in a professional school environment. The functions of this position are performed in a typical office environment with no known hazards.

Campbell Hall is fully committed to a culturally diverse faculty and student body. The school is an equal opportunity employer. Campbell Hall does not discriminate in its hiring or employment practices based on race, color, religion, gender (including gender identity or expression), disability, national or ethnic origin, age, sexual orientation, marital status, genetic information, or other legally protected characteristic or status.

Prior to submitting your resume for this position, please read it for accuracy. RG175 verifies academic credentials for its candidates and conducts a thorough review of candidates' social media presence. Campbell Hall will conduct thorough background checks prior to finalizing an offer.

TO APPLY

If the possibilities in this opportunity excite you, please apply online at the RG175 website:

<https://rg175.com/candidate/signup>

The application should include:

- Letter of interest
- Resume or CV
- Writing sample of your choice

The deadline for receipt of the full application is **December 14, 2025**.

For any questions or additional information about the position, please contact the RG175 consultant below:

James E. Pattison
jpattison@rg175.com