



CHIEF ADVANCEMENT OFFICER
[CULVER ACADEMIES](#)
CULVER, INDIANA



Aspen Leadership Group is proud to partner with Culver Academies in the search for a Chief Advancement Officer.

The Chief Advancement Officer will provide innovative vision and strategic leadership to further the advancement program of Culver Academies. The Chief Advancement Officer will establish priorities, objectives, and best practices for a comprehensive program that amplifies and elevates Culver's culture of philanthropy. The Chief Advancement Officer will lead and manage all fundraising and advancement programs including advancement data infrastructure operations, marketing and communications, major and planned giving, annual fund, alumni and parent engagement, and donor stewardship.

Culver Academies is a values-based, mission-driven, vision-inspired institution that offers a co-educational, residential experience beyond that of the typical boarding school for more than 800 students in grades nine through 12. Located on the north shore of Lake Maxinkuckee, Culver Academies encompasses 1,800 acres of green hills and pristine woodlands. The Collegiate Gothic architecture that defines the campus includes world-class educational and athletic facilities that evoke an Ivy League university rather than a high school. Comprised of three entities—Culver Military Academy, Culver Girls Academy, and Culver Summer Schools and Camps—Culver Academies educates its students for leadership and responsible citizenship in society by developing and nurturing the whole individual, mind, spirit, and body, through integrated programs that emphasize the cultivation of character.

Since its founding in 1894, Culver Military Academy (CMA) has prepared young men for lives of purpose and impact. CMA graduates join a prestigious heritage that includes entrepreneurs and artists, scientists and scholars, and military and political leaders.

Culver Girls Academy (CGA) welcomed its first students in 1971. Since then, it has graduated hundreds of empowered and enlightened scholars, innovators, and executives, who have gone on to successful careers and positions all over the world.

Founded in 1902, Culver Summer Schools and Camps is a high challenge-high support environment for learning leadership skills. Fourteen hundred young people from around the world come together to develop positive self-esteem through accomplishment and discipline, and choose from 100 electives—from sailing, to rocketry, to horsemanship, to theatre, to fencing.

Culver Academies provides the best whole-person education in the world. Whether in the classroom, on the athletic field, or in residential life, Culver students are preparing to become contributing leaders of society. Culver Academies' commitment to fostering belonging and community is reflected in its students, faculty, and staff.

Culver's core values are forged in bronze in the middle of campus: *Duty, Honor, Truth, and Service*. These values, along with the Cardinal Virtues of *Wisdom, Courage, Moderation, and Justice*, are quite literally the foundation of Culver and are intentionally lived and taught via the student life structure, in the classroom, and on the athletic fields. Students learn of their duty to themselves, their units, and dorms, and to their school.

Culver believes that everyone should think for themselves. To that end, Culver does not merely hand students the answers, but rather gives them a deep understanding of every topic and its impact on the world. The rigorous exploration demanded by this pursuit of academic truth feeds into the holistic approach of a character-building Culver education, giving young people the critical thinking skills they need to foster the ability to distinguish the wise from the unwise and the courage and strength to act on those perceptions.

Culver's holistic approach does not stop at the classroom door, nor is it limited to the barracks or dorm. The Culver mission commands that students' *mind, spirit, and body* are developed. Spirit is intentionally placed in the center, recognizing the balance needed in life. Students have a duty to themselves to fulfill their commitments, but also understand the impact of making those commitments can have. Students are also taught the skills to understand and meet their mental, social, moral, spiritual, and physical needs. By teaching them to explore spirituality and morality, Culver students come to learn they have a place in the world, and, more importantly, that what they do matters to others, and that they themselves matter to others—in their unit, in their dorm, and within the greater Culver community. When they leave Culver, students can navigate the greater global community and make their way in it confidently and maturely.

Culver believes that in a diverse community, people overcome their natural inclination to adhere solely to what they know. Culver students live, work, and play in an atmosphere that is naturally diverse. The broad, global perspectives that students, faculty, and staff from other countries, cultures, and backgrounds bring to academic and residential life only serve to ensure students have a wealth of information to draw on when analyzing and making a decision, and to understand the impact of those decisions on the greater community. Within a residential community where every student plays a key role in the success of that community, the respect for other cultures and traditions is built up, strengthening the experience for everyone.

REPORTING RELATIONSHIPS

The Chief Advancement Officer will report to the Head of Schools, Dr. Douglas Bird and serve as a member of the Senior Leadership Team. The Chief Advancement Officer will oversee a team of 36 staff.

FROM THE HEAD OF SCHOOLS

It started at Culver...

That's something we hear often from our alumni. They go on to describe how Culver gave them opportunities that changed their lives. The details of those stories are as varied and unique as the people who tell them, but they share that common theme—the idea that Culver opened doors that might otherwise have remained closed and gave people with potential the opportunity to succeed.

Employees seek out Culver for a number of reasons, not the least of which is our purpose to provide our students with the best whole-person education in the world. Culver Academies is a values-based, mission-driven institution that has been developing courageous leaders of honorable character, who are global citizens and lifelong scholars, since 1894. Culver is searching for driven, talented individuals to help fulfill our mission, build our legacy, and make a positive impact on the lives and futures of our students.

We value commitment and diversity, and wholeheartedly believe in supporting our dedicated community of faculty, staff, counselors, and fellows.

If you believe in your power to shape young leaders in the making, as Chief Advancement Officer, you will be a leader in supporting those breakthroughs. Many of the same alumni who credit Culver with changing their lives want to give back so that new generations of students can experience similar opportunities—a virtuous philanthropic circle that is also as old as Culver Academies. Nearly 50 percent of Culver students receive financial aid or scholarships. Their access to the educational opportunity we offer depends significantly on scholarship gifts from our donors. Growing that scholarship aid is a strategic focus for the advancement team. We have an exceptionally talented group of collaborators within the advancement organization who are deeply committed to that effort and to continuing to build a thriving culture of philanthropy at Culver.

I look forward to working alongside our next Chief Advancement Officer as a member of Culver’s leadership team—and as a close partner in our effort to ensure that more and more graduates will share their “It started at Culver” stories for generations to come.

—Dr. Douglas Bird, Head of Schools

CULVER ACADEMIES' COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION

"I will promote the well-being of others by respecting difference with kindness and open-mindedness."

—Culver Academies Diversity Statement

Culver Academies believes that belonging is an essential element in building a community in which each individual can bring their full potential. Culver serves its students, faculty, and staff by facilitating discussions, hosting celebrations, and striving to cultivate a culture of respect where inclusion is imperative. It is Culver's guiding philosophy in fostering belonging for everyone who calls Culver home.

Culver is committed to community-wide education surrounding anti-bias practices to improve the sense of belonging and care for marginalized students, and to help community members appropriately respond to bias and injustice at Culver and beyond.

PRIMARY RESPONSIBILITIES

The Chief Advancement Officer will

- establish priorities, objectives, and best practices for a comprehensive program across advancement data infrastructure operations, marketing and communications, major and planned giving, the annual fund, alumni and parent engagement, and donor stewardship;
- ensure effective engagement with Culver’s 19,000 alumni as well as parents and friends in the life of Culver;
- establish infrastructure organizationally as well as technically, through data management systems, to realize operational potential and excellence;
- develop and use innovations in technology to identify and acquire prospective donors, increase donor retention, and upgrade and renew existing donors;
- further a cohesive and highly collaborative program that will continue to capitalize on the strengths and assets of Culver, and maximize near- and long-term gains in endowment, capital, and annual funds;

- foster a culture of high achievement and accountability that celebrates those achievements and sets exciting goals for continued success;
- further integrate the advancement program to allow for strong and collaborative relationships across the various functions, and across the Academies, Schools and Camps;
- develop a culture of succession, attracting and developing a talented team that aspires to build a career at Culver;
- mentor and train staff, providing frequent opportunities for professional learning and growth, and emphasize retention as a means of increasing the capacity and expertise of the advancement team;
- personally manage a select portfolio of principal and major gift prospects and donors;
- in conjunction with the Head of Schools and other academic and administrative leaders, craft clear, compelling messages that describe the strengths and aspirations of Culver, its mission, vision, and leadership;
- build and manage an outstanding strategic marketing and communications program, ensuring that key brand and marketing messages are disseminated using a robust, cohesive, and engaging presence across a variety of vehicles;
- focus on donor stewardship to ensure every gift to Culver is recalled as an exceptional giving experience and highlight the impact of gifts through diverse media vehicles, focusing on reaching all donor segments;
- recognize and meet the challenge and opportunity of a strong international alumni, parent, and donor base; and
- participate in crisis management planning, including establishing crisis communication policies and procedures, offering real-time crisis management guidance and support.

LEADERSHIP

Dr. Douglas Bird

Head of Schools

Dr. Douglas Bird '90 became Culver's 14th Head of Schools on June 3, 2019.

Bird served as the Culver Summer Schools and Camps Director from 2017-2019, where he oversaw the planning and operation of the Upper Schools, Woodcraft Camp, and Junior Woodcraft Camp, including 1,400 campers and 450 staff members.

A 1994 graduate of the United States Naval Academy, Bird served in the United States Marine Corps until 2001, attaining the rank of Captain. He received his master's degree in 2002, his specialist degree in education in 2010, and his doctorate in 2017 from Ball State University.

Prior to returning to Culver, Bird served as the Principal of Center Grove High School in Greenwood, Indiana, which enrolls approximately 2,500 students in grades nine through 12. Prior to his four years at Center Grove, he served as the Assistant Principal of Operations at Carmel High School. He taught algebra, geometry, and math at Carmel and Northview Middle School prior to becoming an administrator.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Culver Academies seeks a strong leader and excellent communicator with deep experience in major and principal giving, and annual giving as well as an ability to establish advancement infrastructure, organizationally as well as technically, through data management systems, to realize operational potential and excellence.

Furthermore, Culver Academies seeks a Chief Advancement Officer with

- a commitment to the mission of Culver Academies—to educate students for leadership and responsible citizenship in society by developing and nurturing the whole individual—mind, spirit, and body—through integrated programs that emphasize the cultivation of character;
- an ability to serve as a role model for Culver’s core values—Duty, Honor, Truth, and Service as well as the Cardinal Virtues of Wisdom, Courage, Moderation, and Justice;
- experience leading a comprehensive integrated advancement program across advancement data, infrastructure operations, marketing and communications, major and planned giving, annual fund, alumni and parent engagement, and donor stewardship;
- experience attracting, leading, coaching, and developing a fundraising team, to include creating and executing a robust succession plan in an accountable environment with performance metrics;
- strong technology skills including knowledge of database applications;
- an ability to develop and maintain effective working relationships with colleagues on the Senior Leadership Team, staff, Board members, volunteers, and a variety of donors and potential donors;
- an ability to cultivate and mentor colleagues and provide cultural stewardship across the organization;
- an ability to work efficiently under pressure, meet deadlines, and demonstrate strategic thinking and solid decision-making skills; and
- strong written and verbal communication skills across platforms and constituencies.

Culver Academies will consider candidates with a broad range of backgrounds. A bachelor's degree or an equivalent combination of education and experience and at least eight years of cumulative advancement experience, including leadership and management experience, in an independent school or small liberal arts college setting is preferred.

SALARY AND BENEFITS

The salary range for this position is \$200,000 to \$225,000 annually. Culver Academies offers a comprehensive package of benefits.

LOCATION

This position is in Culver, Indiana.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Culver Academies as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit: [Chief Advancement Officer, Culver Academies](#).

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.