



**DIRECTOR, MAJOR GIFTS**  
**BERKELEY DIVINITY SCHOOL**  
**YALE UNIVERSITY**  
**New Haven, Connecticut**  
[Berkeley Divinity School](#)



**Berkeley Divinity School**  
THE EPISCOPAL SEMINARY AT YALE

The Aspen Leadership Group is proud to partner with Berkeley Divinity School at Yale University in the search for a Director, Major Gifts.

The Director, Major Gifts will play a strategic role in its ambitious campaign by leading the cultivation and solicitation of a portfolio of the School's major prospects for its campaign, developing a significant set of new prospects, and contributing to the strategy and execution of the campaign as a whole.

Berkeley Divinity School has had a thriving Annual Fund, and support from a small group of donors of significant capacity. Berkeley has now developed a strategy to transform its scholarship support base, enabling all qualified students to attend Yale without tuition costs, and to create new forms of training in theologically-grounded leadership for its degree students and others. It has had initial success in raising \$5 million of an initial \$18 million target to this end. The School now wishes to seek significant support for this effort from a wider group of those whose faith and means can assist Berkeley in the translation of this vision into reality.

An accredited seminary of The Episcopal Church, Berkeley provides an experience of ministerial formation for students of Yale Divinity School who are discerning forms of leadership, lay and ordained, in The Episcopal Church and the wider Anglican Communion. Founded in 1854, Berkeley Divinity School has worked in close association with the Yale Divinity School and Yale University since moving to New Haven in 1928, and its students have taken Yale degrees since 1971. Its alumni include the present Presiding Bishop, Michael Curry, numerous bishops, seminary faculty, and rectors of leading parishes, as well as clergy and lay leaders undertaking new and innovative forms of mission and ministry.

Yale Divinity School has an enduring commitment to foster the knowledge and love of God through scholarly engagement with Christian traditions in a global, multifaith context. Participating in the vibrant life of Yale University, the Divinity School is uniquely positioned to train leaders for church and society given its ecumenical and international character, engagement with music and the arts, and commitment to social justice. The Divinity School prepares people for lay and ordained Christian ministries; shares with the Graduate School in educating scholars and teachers for theological schools and departments of religious studies; and equips people preparing for public service or other careers to understand more fully the theological dimensions of their vocations.

## **REPORTING RELATIONSHIPS**

The Director, Major Gifts will report to Dean Andrew McGowan.

## **PRINCIPAL OPPORTUNITIES**

*Berkeley Divinity School at Yale is a unique institution, the only Anglican/Episcopal seminary doing its work as part of one of America's (and the world's) great universities. Its alums include Michael Curry the Presiding Bishop of TEC, many key bishops and rectors, and theological faculty in the United States and overseas. Philanthropic engagement has long been fundamental to its work, but the leadership has been working in the last few years to identify ways to renew and deepen its mission, and wants to unlock the potential the institution has to educate transformative leaders for the Church and wider society.*

*While Berkeley has a strong network of alums and other supporters, it also has an untapped set of possibilities, and unrealized potential for major gifts in particular. The significant intersection between Yale's network and US Episcopalians is one obvious area of potential yet to be fully identified and engaged. The Director, Major Gifts position is arguably to key to transforming Berkeley's philanthropic engagement from that of an over-performing annual fund to that of a transformative philanthropic culture.*

*While the Church overall faces significant challenges in numerical decline and lack of focus, Berkeley Divinity School is institutionally robust and has a clear sense of its vision and mission. Working at the School has both the strengths of being part of a small team and those of being part of a great institution. The staff and trustees share a strong sense of vision and commitment, and the Director, Major Gifts will play a crucial role in enabling Berkeley and its wider constituency to achieve something truly remarkable.*

—Dean Andrew McGowan

## **PRIMARY RESPONSIBILITIES**

The Director, Major Gifts will

- develop and effect cultivation and solicitation strategies for a portfolio of existing key prospects (capacity of \$100K and above);
- identify new key donors (capacity above \$100K), and build and manage a network of relationships with them;
- work to leverage the Dean's role in key fundraising efforts;
- work closely with the Dean, Director of Advancement, trustee leadership, and others to develop short- and long-term fundraising strategies;
- work closely with other staff, especially in Berkeley's and Yale Divinity School's Advancement offices, to meet shared goals; and
- travel as appropriate to ensure effective fulfillment of cultivation and solicitation.

## KEY COLLEAGUES



**Andrew McGowan**  
**Dean**

Andrew McGowan was appointed Dean of the Berkeley Divinity School in 2014. An Anglican priest and historian, his scholarly work focuses on the life of early Christian communities, and on aspects of contemporary Anglicanism. Professor McGowan's project of re-describing early eucharistic practice in relation to ancient food and meals is found in *Ascetic Eucharists: Food and Drink in Early Christian Ritual Meals* (Oxford, 1999) and in subsequent articles and chapters produced in conversation with members of the Meals in the Greco-Roman World group of the Society of Biblical Literature. His most recent book, *Ancient Christian Worship* (Baker Academic, 2014) seeks to describe discursive and ritual practice in the ancient Church, including use of music and speech as well as sacramental ritual, and to acknowledge the diversity of early Christian belief and practice. He is currently working on how early Christian and other ancient Mediterranean groups used, changed, and created notions of sacrifice.

Before coming to Yale Professor McGowan was Warden of Trinity College at the University of Melbourne, and a Canon of St Paul's Cathedral, Melbourne. He was a member of the General Synod of the Australian Anglican Church and of its Doctrine Commission, contributing to published conversations on environmental theology, restorative justice, and the theology of worship. He continues as editor of the *Journal of Anglican Studies*.



**Pam Wesley Gomez**  
**Director of Advancement, Berkeley Divinity School**

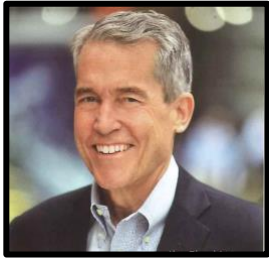
Pamela Wesley Gomez has served the Berkeley Divinity School since 2001 with tenures at Mobil Oil, Christ Church Greenwich, and The Episcopal Church Foundation. She is the former President of The Consortium of Endowed Episcopal Parishes and continues to serve on national and international boards throughout the Anglican Communion. In 2019, she was appointed to serve on the Theology of Money task force for the Episcopal Church and is a recognized resource in Stewardship, Planned Giving, and leadership searches. She holds an MS in Counseling from Virginia Commonwealth University and is a graduate of Randolph Macon College. She also holds a Planned Giving Certificate from William and Mary.



**Barbara Sabia**  
**Director of Development, Yale Divinity School**

Barbara Sabia joined Yale Divinity School as Director of Development on July 10, 2019. Barbara's talent, experience, and energy enable Yale Divinity School to complete its most important fundraising initiatives: the effort to meet students' full demonstrated tuition need by 2022 and raising funds to construct the Living Village. Prior to her appointment, Ms. Sabia was Director of Development at Yale Law School. Prior to her appointment at the Law School, she led development at several private schools, including Westover School, the Gunnery, and the Willow

School. She began her career at Skidmore College, her alma mater, where she directed several important fundraising initiatives.



**Jim Elrod**  
**Chair, Board of Trustees**

While a student at Yale Divinity School, Jim Elrod became increasingly aware that his classmates were under-informed about how nonprofits raise money, organize finances, and solve complex financial problems. He pursued independent study with Dean Andrew McGowan to analyze how seminaries educate their students about finance. They determined that schools needed to more proactively address this topic. Graduates from Berkeley and Yale Divinity Schools gain influential jobs soon after graduation, and many soon guide their churches or nonprofit organizations through major financial decisions. The result of their thinking was a half-semester course *Financing Churches and Nonprofits*. Mr. Elrod chose to utilize the case study method, which he learned while earning his MBA at Harvard Business School, that appeals to students with an array of career goals.

Mr. Elrod is a Vestar Capital Partners Managing Director. He joined the firm in 1998, bringing with him years of operational experience in the healthcare sector. He is currently a Director of Veritas Collaborative. Mr. Elrod was Executive Vice President at Physicians Health Services, where he also served as corporate CFO, CEO of the New York and New Jersey subsidiaries, and President of the New Jersey insurance subsidiary. Before that, he was a partner at Dillon, Read & Co., a private investment bank, where he created and ran the firm's healthcare investment group, and served as co-head of equity issuance.

Mr. Elrod graduated with an AB, cum laude, in English from Colgate University, holds an MBA from Harvard Business School, and an MAR from Yale Divinity School.



**Frances Ewing Rowland**  
**Trustee**

Frances Rowland joined the Berkeley Divinity School Board of Trustees in 2013.

Beyond her work with her church, Ms. Rowland has been actively involved both professionally as an interior design consultant and through a number of civic leadership roles. Having earned her BA from Wake Forest in early childhood education, she has long been actively involved in education, serving as board chair and briefly as acting director of A Child's Place in Westport and later co-founding the nonprofit ConnectUS, an afterschool development program for inner city children in Bridgeport. Her current lay ministry is with Connecticut Institute for Refugees and Immigrants, a collaborative of five churches that set up and furnish apartments for incoming refugee families.

Ms. Rowland has served for almost ten years as warden of Christ and Holy Trinity Episcopal Church in Greenwich, Connecticut. In her capacity as warden, she also helped lead the Vestry to complete a \$8-million capital campaign, which funded a new parish hall and classroom facilities. Drawing on that experience, for the past three years Rowland has served as chair or co-chair of Berkeley's Advancement Committee.

## **PREFERRED QUALIFICATIONS**

Berkeley Divinity School seeks a Director, Major Gifts with

- a commitment to the mission and goals of Berkeley Divinity School and the Anglican/Episcopal Church;
- a strategic approach to fundraising with a track record of planning and managing a successful capital campaign;
- a proven ability to motivate and direct a committed group of volunteer fundraisers;
- a personal record of success in identifying, cultivating, and soliciting major individual and institutional gifts at the \$100K level and above;
- a collaborative nature with the ability to quickly establish credibility and gain the respect and support of colleagues and donors;
- superior listening skills and comfort receiving input from many sources and an ability to analyze and formulate disparate information into a sound, well-organized plan;
- a proven ability to work with a diverse group of personalities;
- the ability to be a quick study and highly developed organizational skills;
- a creative self-starting temperament with the capacity to manage multiple tasks and establish priorities; and
- a track record as an effective communicator who is enthusiastic and persuasive, with clear and concise writing skills.

A bachelor's Degree in a relevant field is required for this position. Four to six years of experience in fundraising in higher education or faith-based organizations is preferred.

## **SALARY & BENEFITS**

Yale University offers a competitive salary and benefits package.

## **LOCATION**

Yale University is located in New Haven, Connecticut.

## **DIVERSITY AND INCLUSION**

By history, intention, and design, the Yale Divinity School community embraces a wide range of Christian traditions. Committed to serving church and world, it also welcomes people of various religious and nonreligious traditions, drawing wide the circle to include myriad perspectives.

Seeking to foster the knowledge and love of God through critical engagement with the traditions of the Christian churches, the Divinity School upholds the value of broad inclusivity and diversity in its academic, worship, and communal life.

It celebrates the fullness of race and color; denominational, political, theological, and cultural difference; the range of expressions of sexual and gender identity; and the varied voices that come with age, life experience, national and community service, and socioeconomic status.

In ecumenical conversation and in the space created that crosses traditionally entrenched positions, profound educational value is gained, and diverse perspectives are presented.

To this end, Yale Divinity School fosters inclusivity and diversity through its academic, social, and spiritual practices. At the core of its intention is the deliberate encouragement of conversation across the lines of difference; attention to offering access to all aspects of common life; consistent sensitivity to the uniqueness of each person's background; and particular attentiveness to words in speech, writing, prayer, and praise.

Yale Divinity School values the worth and dignity of every member of the Divinity School community, as it builds an environment where inclusivity and diversity are central and consistently affirmed.

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit:*

[Director, Major Gifts, Berkeley Divinity School, Yale University.](#)

*To nominate a candidate, please contact Shelley Semmler:*

[shelleysemmler@aspenleadershipgroup.com.](mailto:shelleysemmler@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*