

**VICE PRESIDENT FOR ADVANCEMENT  
THE COME TO BELIEVE NETWORK**

**New York, New York**

[Come to Believe](#)



The Aspen Leadership Group is proud to partner with The Come To Believe Network in the search for a Vice President for Advancement.

The Vice President for Advancement will join an early stage, startup organization that is innovating a new model of higher education, addressing issues of diversity, equity, and inclusion. The Vice President for Advancement will utilize entrepreneurial drive, excellent communication skills, and strategic and organizational skills to expand the influence and impact of Come To Believe.

Come To Believe provides higher education institutions with an innovative, results-oriented college model that is inclusive and accessible to students who are often underrepresented at selective universities. The Come To Believe ("CTB") model is based on its first network school, Arrupe College at Loyola University of Chicago, established in 2015.

The CTB model is a results-oriented, affordable two-year commuter program offering associate degrees in the liberal arts and sciences, designed to ensure that students complete their degrees with little to no debt and are prepared for either a four-year higher educational institution or the workforce. The model serves students who are first-generation, Pell-eligible, or undocumented, and serves as a bridge for students with academic potential with average GPAs of 2.2-2.8 and around 17-19 on the ACT or 920 on the SAT. The program is housed in and hosted by a higher education institution that is accessible to a high population of Pell-eligible student commuters, and which provides the college with shared resources such as facilities, back-office services, library and other academic supports, advancement, career services, and financial aid supports. The CTB model college has its own highly-engaged full-time faculty that teach most classes, provide face-to-face instruction, and service as academic advisors in a holistic student approach. Students are taught on a year-round academic calendar to support student engagement and retention, and credits align with four-year program requirements so degrees are portable. The CTB model college provides wrap-around student success support services, such as meals, laptops, intensive academic tutoring, pre/post graduation support, and career development services. Completion rates are outstanding: 75% of graduates who entered a four-year institution completed a bachelor's degree in five years. Nationally, only 14% of students who begin at two-year programs complete a bachelor's degree within six years.

The Come To Believe Network provides advisory services for new Come To Believe-model colleges, guiding college and host university leaders through the process of implementation and launch. Through data collection and analysis and by hosting conferences and think tanks, The Come To Believe Network provides opportunities to share best practices and problem-solving techniques. Host institutions benefit from such resources as they launch their programs and sustain them successfully. The Come To Believe Network also provides tools for marketing, both storytelling and statistics, that highlight the social impact of the model. The Come To Believe Network's expertise includes enrollment management, curriculum development, mentoring and counseling, financial management, student placement, board effectiveness, and advancement and alumni relations.

## REPORTING RELATIONSHIPS

The Vice President for Advancement will report to President and CEO, Fr. Stephen Katsouros, S.J.

## NOTE TO CANDIDATES

*The Vice President for Advancement joins the organization in its early days and has the opportunity to secure and influence our strategic direction as we grow. We aim to replicate our proven, successful model on ten additional campuses and to elevate the dialogue on innovation and DEI in action on university campuses nationwide. We're in conversations with several potential host institutions and believe that our ability to provide seed capital will be critical to getting commitments from university presidents and boards to go forward. There is tremendous philanthropic interest in DEI initiatives at this time, and ours is one of the few that goes beyond the abstract and achieves concrete results. We already have the attention of several high-profile donors and foundations. This is an opportunity for an entrepreneurial advancement professional to succeed in a new and unique space, and to help build an innovative new educational pathway for the historically underserved.*

–Fr. Stephen Katsouros, President and CEO

## PRIMARY RESPONSIBILITIES AND QUALIFICATIONS

The Vice President for Advancement will

- work with the President to oversee a comprehensive development program for Come To Believe to secure both seed money and annual support;
- identify philanthropists and funders focused on diversity, equity, and inclusion as well as innovation in higher education;
- prepare and update annual and long-range development plans;
- identify potential contributors, and develop individualized solicitation strategies;
- oversee the development and submission of grant proposals to corporations and foundations;
- oversee donor cultivation, recognition, and ongoing stewardship;
- collaborate with the President on building and managing the board;
- oversee development-specific information systems and manage prospect tracking; and
- collaborate on the design and production of all fundraising materials, publications, communications and social media appeals.

The Vice President for Advancement must have a passion for diversity, equity, and inclusion and at least five years of experience in advancement or a similar role that provides the opportunity to increase contributed revenue. Experience working in higher education is preferred as is knowledge of the New York City market.

## KEY COLLEAGUES



**Steve Katsouros, SJ,  
President and CEO**

A member of the United States East Province of the Society of Jesus, Steve Katsouros, S.J., is the President and CEO of the Come to Believe Network in New York City. From 2014 until this past August, Fr. Katsouros served as the founding dean and Executive Director of Arrupe College at Loyola University Chicago. Arrupe is a two-year college that continues the Jesuit tradition of offering a rigorous liberal arts education to a diverse population, many of whom are

the first in their family to pursue higher education. Father Katsouros served as the academic and administrative leader for Arrupe, exercising overall responsibility for internal management and external relations. He was responsible for an annual budget of \$6 million and raised \$25 million. In Paul Tough's study of higher education, *The Most Important Years: How College Can Make or Break You* (2019), the author observed Arrupe College "may be doing a more impressive job of keeping its students enrolled and on track for success than any other institution I visited."

Prior to his assignment at Arrupe, Fr. Katsouros served as the Director of the Institute for Catholic Educational Leadership (ICEL) and Associate Dean of the School of Education at the University of San Francisco. As ICEL Director, Father Katsouros taught and developed academic programs, hosted summer conferences on trusteeship, served on dissertation committees, supervised faculty and staff, and raised funds. As Associate Dean of the School of Education, Father Katsouros oversaw a \$10 million annual budget, assisted the Dean to advance strategic priorities, including strategic planning and institutional capacity building, and supervised eight administrators.

From 2002-2011, Fr. Katsouros was President of Loyola, a coed Jesuit high school on Manhattan's Upper East Side; during his years at Loyola, the endowment and annual giving tripled, capital gifts were raised to refurbish the physical plant, and faculty and staff salaries increased to market competitiveness.

His doctorate, from Columbia University Teachers College, is in organizational leadership; his research interests are leadership; governance; and institutional performance. He was ordained in 1998. From his ordination until his assignment in San Francisco, Fr. Katsouros presided at the Church of St. Ignatius Loyola in New York; in San Francisco, he celebrated Mass at St. Ignatius and St. Agnes parishes; during his years in Chicago, he was a weekend celebrant at Saints Faith, Hope, and Charity in Winnetka.

Currently, Fr. Katsouros is a trustee at Cristo Rey Jesuit High School, Chicago; Regis High School, New York; Regis University, Denver; and Saint Mary's College, South Bend, Indiana; at Regis University and Saint Mary's, he has chaired the academic affairs committees; he also has served on the boards of Creighton University and the University of San Francisco. Fr. Katsouros has also consulted for over 250 boards.

Fr. Katsouros frequently receives invitations to speak around the country. In 2017, he delivered the Cardinal Bernardin Lecture at Georgetown University. In 2018, he presented at the City Club of Chicago. In May 2020, Fr. Katsouros served as the speaker for the commencement exercises of TheDream.US, which provides scholarships to immigrants to attend college. In Fall 2020, he presented at the Arizona State University/Greater Silicon Valley Summit with author Paul Tough; with National Association for College Admission Counseling Angel Perez; and with Accenture Senior Executive Tim Mould. In 2019, Fr. Katsouros was appointed as an advisor on Chicago Mayor Lori Lightfoot's education transition committee. His book about the launch of Arrupe College, *Come to Believe: How Jesuits Are Reinventing Education (Again)*, was published by Orbis in 2017 and received an award from the Christophers in 2018.

Because of the success of Arrupe College and its students, Fr. Katsouros moved to New York in August 2020 to design and create Come to Believe, a network that will replicate and scale the Arrupe model nationally.



**Susan Conniff**  
**Director of Finance and Operations**

Susan Conniff began her career as a CPA with Coopers and Lybrand (now PwC) in Boston and later as a Vice President with JP Morgan's M&A group in New York. She later worked for boutique advisory firm Lighthouse Partners and for Redding Consultants.

She left the financial services sector to work in education as Vice President for Finance at Loyola School, a coed Jesuit high school in New York City. She later consulted for other secondary schools, and was a presenter at the annual conference for the Institute of Catholic Educational Leadership at the School of Education at the University of San Francisco.

She is a graduate of the University of Virginia's McIntire School of Commerce, where she serves on the Advisory Board, and also has an MBA from UCLA's Anderson Graduate School of Management and an MS in Journalism from Columbia University. While raising her two daughters with husband, Chris, Susan has served as PTA Treasurer, Treasurer of the Random Farms Kids Theater, and Treasurer of her local Community Fund Board. She also served on the board of Xavier High School in New York City, as chair of the finance committee.

#### **SALARY & BENEFITS**

The Come To Believe Network offers a competitive salary and benefits package.

#### **LOCATION**

This position is located in New York City. The Vice President for Advancement will be expected to travel with the President and CEO.

#### **APPLICATION INSTRUCTIONS**

The Come To Believe Network aspires to hire team members and identify board members from historically underrepresented communities consistent with the organization's mission.

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Come To Believe including a commitment to diversity, equity, and inclusion and higher education access.*** Review of applications will begin immediately and continue until the successful candidate has been selected. All inquiries will be held in confidence.

*To apply for this position, visit:*

[Vice President for Advancement, The Come To Believe Network.](#)

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

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