



**DIRECTOR OF DEVELOPMENT  
ST. BARTHOLOMEW'S CHURCH  
New York, New York  
[St. Bart's](#)**

## **ST BART'S**

The Aspen Leadership Group is proud to partner with St. Bartholomew's Church in the search for a Director of Development.

The Director of Development will craft and implement a comprehensive development strategy reflecting the Church's core values. The Director will partner with the Rector and Church leaders to execute a complex and sophisticated fundraising plan that will inspire parishioners to generously share their gifts of time, talent, and resources for the ongoing sustainability of the church.

Located in Midtown Manhattan, St. Bart's Church is a welcoming and progressive Episcopal community of faith housed in an extraordinary National Historic Landmark-designated building. Widely known for its long history of excellent preaching, outstanding music, and commitment to community outreach, St. Bart's currently has a rapidly-expanding community gathering for worship and educational programming.

St. Bart's has been part of the fabric of New York City for 180 years. It moved with the population's march uptown from its original location at Lafayette Place and Great Jones Street, to Madison Avenue at 44<sup>th</sup> Street, and finally to Park Avenue between 50<sup>th</sup> and 51<sup>st</sup> Streets. Those who step inside find St. Bart's to be a place of calm, respite, and comfort amid the hustle and bustle of Midtown. St. Bart's aspirations are lofty – they are anchored by its landmark building in a superb location, ready to serve prayerful people. Over these years at each of these locations, this community of faith has pursued excellence in ministry and offered radical hospitality to all.

St. Bart's mission is to comfort, challenge, and inspire a growing community of people in search of meaning and hope in their lives. It attempts to live its mission first and foremost through its radical welcome. This welcome begins the moment one ascends the front steps of St. Bart's, with a warm greeting from its clergy and ushers. St. Bart's tries to find a place for everyone that gives them what they are seeking. It strives to know and learn from the community, to include them, to share what it has, and to welcome them to its table, without prejudice or barriers, to full immersion in the worship and practice of its community.

St. Bart's is a place that is ancient and new, a faith that it holds going back to Jesus, back to his spiritual ancestors, back to those who walked the earth and found holy ground. What it does is often based on ancient patterns—worship and music; loving service to the poor, the hurting, the lonely; working for justice and peace; lively, fearless education; and formation of minds and souls. St. Bart's also expresses a faith that is completely contemporary; engaged in the culture and the needs of the moment.

## REPORTING RELATIONSHIPS

The Director of Development will report to the Rector, The Right Reverend Dean E. Wolfe.

### FROM THE RECTOR

*In my study, I keep a quote on my desk from Benedict De Spinoza, the 17th century Dutch philosopher: “All things excellent are as difficult as they are rare.”*

*St. Bartholomew’s Church is attempting to do something excellent and rare at the crossroads of a great city in an uncommon time. We seek to be salt and light—those potent catalysts which we pray will transform lives, transform the Church, and transform the world.*

*“You are the salt of the earth; but if salt has lost its taste, how can saltiness be restored? You are the Light of the world. A city built on a hill cannot be hid.” Matthew 5:13–14*

*We live in a world in clear need of transformation. We do not underestimate the difficulty of tasks before us. It is a broken, unequal, fractured, lonely, alienated, and polarized world. But it is also a coherent, beautiful, energetic, connected, hopeful, and dream-filled world. It is a world full of possibilities—and one urgently in need of vibrant institutions to help it grow into its great potential. St. Bart’s needs resources to accomplish this ambitious mission and we need a Director of Development who is inspired by such an audacious and high calling.*

*I believe the very worst of times has brought out the very best in our clergy, our staff, and our congregation. At the beginning of 2020 we said our mission was to “Transform Lives, Transform the Church, and Transform the World.” By the grace of God, we are actually doing these things.*

*We are transforming lives through transcendent worship, challenging educational programming, and compassionate pastoral care. We are transforming the wider church by creating innovative models and best practices which are inspiring parishes across the country. We are transforming the world through our care for those in great need in a disastrous time.*

*We sponsor a feeding program providing 5,000 meals per week to the hungry in Midtown Manhattan. We have a preschool, a women’s shelter, a food pantry, a gymnasium, a swimming pool, a restaurant and bar, a world-class music program with the largest organ in New York City, all within a National Historic Landmark building located on Park Avenue in Midtown Manhattan.*

*We see ourselves as the next generation of Christians, creating fresh expressions of eternal truths, working to transform our city and the world into places of justice, equality, and hope. We are looking for dedicated and gifted colleagues and partners; teammates and friends, to share in this high calling.*

*We need to raise more resources so that we might continue to do this crucial and holy work we are called to pursue. This really is work worth doing well, and I look forward to doing it with you. Everybody needs a place. We invite you to make this place yours.*

– The Right Reverend Dean E. Wolfe, Rector

### ST. BART'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

St Bart’s seeks to create a culture of inclusion and a work environment that values hard work, professionalism, creativity, and spirituality. It is committed to diversity and equal opportunity in its recruitment, hiring, development, and promotion practices. Qualified candidates of all backgrounds and color are encouraged to apply for open positions.

## **PRIMARY RESPONSIBILITIES**

The Director of Development will

- develop a comprehensive strategy to achieve development goals including annual giving, major gifts, planned gifts, capital campaigns, and the establishment of an enhanced virtual congregation's giving program;
- work with the Rector and lay leaders to identify major donors and implement a major gift and bequest program, securing gifts and bequests of 5- to 8-figures;
- manage the Annual Stewardship Campaign; develop a strategy for growing the virtual congregation's giving; design a major gifts plan; initiate a planned-giving strategy; and lay the foundation for future capital campaigns;
- monitor and report regularly on progress against the development goals;
- strengthen and enhance the development office's operations including mastery of the Raiser's Edge database;
- work collaboratively with the finance staff to streamline and enhance recording of gifts and development of month-end reports for use by the lay stewardship leaders;
- work collaboratively with the Director of Communications and the Parish Administrator to develop and implement a strategy to engage St. Bart's large and geographically diverse virtual community in financial support of the church;
- supervise the Development Associate to maintain an accurate and current Raiser's Edge database, timely gift acknowledgement, and other responsibilities supportive of the development program;
- work collaboratively with the Director of Communications to develop creative printed and online materials in support of the stewardship goals;
- work with the volunteer Stewardship Committee to engage all members in achieving the established annual and multi-year development goals;
- with the support of the Rector and other clergy, help educate the congregation regarding faithful stewardship and help others to grow in generosity;
- cultivate relationships among the parishioners and be a meaningful presence in the life of the Church; and
- be present at Sunday services and programs to engage more closely with the community at-large.

## **LEADERSHIP AND KEY COLLEAGUES**

### **The Right Reverend Dean E. Wolfe**

#### **Rector**

St. Bartholomew's welcomed The Right Reverend Dean E. Wolfe as its thirteenth Rector in 2017. Prior to this call, he served as Bishop of the Diocese of Kansas for fourteen years, and served as Vice-President of the House of Bishops for the Episcopal Church. Dean has had a distinguished career of ministry, preaching, and leadership that has taken him from large parishes, such as Trinity Church in Boston's Copley Square and St. Michael and All Angels in Dallas, to the Episcopal Diocese of Kansas, where he was ordained bishop to serve as the spiritual leader of some 11,000 people in forty-four congregations.

Exciting as the scope of work is for a diocesan Bishop, Dean yearned to be "back in the classroom", providing direct pastoral care, and immersed in the life of an active flagship parish like St. Bart's. Since arriving in New York City, he has embraced the "radical welcome" which drew him to St. Bart's. It is a sincere and heartfelt announcement he makes each Sunday: "Welcome. We are so glad you are joining us for worship today."

Dean is a graduate of Virginia Theological Seminary, which also bestowed upon him an honorary doctorate in 2004, in recognition of his extraordinary service within the national church and the Anglican Communion. In Kansas, Dean made his reputation as a caring pastor, a bridge-builder, and a prophetic, progressive leader in a region of the country not always known for such stances. He advocated for the State of Kansas to welcome refugees from Syria; he officiated the first authorized Episcopal same-sex marriage in the diocese; and he has spoken out forcefully about gun control. Dean and his wife Ellen Frantz-Wolfe, a mother, businesswoman, and active volunteer, have an adult son, William. Kylie, their yellow Labrador Retriever, joins them in their love for New York's diversity of people, food, and culture.

### **Kara Flannery**

#### **Director of Communications**

Kara Flannery joined the parish staff as Director of Communications in October 2016, bringing new vigor, insight, and expertise to all of communications. She is especially skilled in general communications, institutional branding, electronic messaging, photography, marketing and city-wide promotion. Her outstanding ministry as Director of Communications and Stewardship at the Episcopal Church of the Heavenly Rest on the Upper East Side brought her to the attention of St. Bart's. Kara has injected the parish communications with a strong message of welcome and belonging with the backdrop of a landmarked historical building in the middle of Manhattan. Her ability to adapt to new technology and challenges was successfully tested when she led the pivot to live-stream worship in the midst of the COVID-19 pandemic, ensuring existing parishioners and newcomers alike would find a virtual place for worship and fellowship.

### **Raquel Murray**

#### **Parish Administrator**

Raquel Murray has been a valued member of the administrative team since 2013 serving as the Director of Finance. With over 20 years of experience managing multimillion-dollar budgets at a variety of non-profits and social service agencies, Raquel is an exceptionally strong leader with considerable skills. Prior to St. Bart's, Raquel was a member of the executive team at Eastside House Settlement, where she led a team of eight in maintaining the organization's financial integrity and accuracy. She has a long history of helping organizations through transitions, implementing best practices and procedural safeguards. She brings a wealth of knowledge and experience to her role as Parish Administrator. Raquel is a graduate of The City University of New York - City College and holds an MBA from Fordham University – Gabelli School of Business. In her current role, Raquel is responsible for operations, infrastructure and revenue generating areas. She works with the Rector and stakeholders in organizational development, strategic planning, and visioning.

## **PREFERRED COMPETENCIES AND QUALIFICATIONS**

St. Bartholomew's Church seeks a Director of Development with

- a commitment to the mission of St. Bartholomew's church, its values, and the dignity and worth of every person;
- experience in fundraising roles with progressive responsibilities, including the procurement of gifts with significant institutional impact;
- experience in a nonprofit organization including success in individual fundraising and donor relations;
- the ability to construct, articulate, and implement a multi-year strategic development plan;
- outstanding written and verbal communication skills, including the ability to prepare and present proposals to individuals and groups for giving at all levels;

- excellent interpersonal and relationship-building skills with proven success in developing strong relationships with people from a wide range of backgrounds;
- excellent analytical skills, including the ability to collect and interpret numerical data and fully utilize Raisers Edge software program;
- a self-directed and resourceful approach with the ability to work independently and as a team member, and utilize volunteers effectively while managing multiple tasks and projects;
- excellent time management, organizational, supervisory, and creative problem-solving skills; and
- an ability to and interest in fully understanding faith-based giving.

A bachelor's degree is required for this position, as is at least ten years of relevant development experience.

### **SALARY & BENEFITS**

St. Bartholomew's Church offers a competitive salary and benefits package.

### **LOCATION**

St. Bartholomew's Church, designed by renowned architect Bertram Goodhue, was erected in 1916-17 and designated a landmark by the New York City Landmarks Preservation Commission in 1967. Upon receiving National Historic Landmark status in 2016, U.S. Secretary of the Interior Sally Jewell stated "St. Bart's is a colorful Romanesque structure with Byzantine features and rich decoration. Goodhue's masterful design is a successful realization of complex functional, aesthetic, and spiritual requirements: a harmonious setting for the Romanesque triple portal and the best spatial arrangement and distribution of masses in which all can see and hear the preacher, view the altar and participate in the service."

### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of St. Bartholomew's Church and the responsibilities and qualifications presented in the position prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit:*

[Director of Development, St. Bartholomew's Church.](#)

*To nominate a candidate, please contact Anne Johnson:*

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

*All inquiries will be held in confidence.*