



Director of Leadership Giving

Miss Hall's School

Berkshires, MA (with remote possibilities)

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BOSTON | NEW YORK

Miss Hall's School seeks applications and nominations for the position of Director of Leadership Giving.

About Miss Hall's School

Founded in 1898, Miss Hall's School was one of the first all-girls boarding schools established in New England. Today, Miss Hall's is a college preparatory boarding and day school recognized internationally for its outstanding academics, inclusive community, and commitment to developing and accelerating women leaders.



Miss Hall's School (MHS) currently enrolls 175 girls in grades 9-12 who come together from 15 states and 18 countries to live and learn as global citizens. The campus spans over 90 acres in the Berkshires of Western MA and includes a state-of-the-art STEM facility; NCAA-regulation fields and Athletic Center; an Arts Center with studios, galleries, and a blackbox theater; a brand-new dormitory; and housing for faculty and staff.

Built on outstanding foundational courses, the academic program at MHS is replete with electives that encourage experimentation, and the program culminates in upper-level Hallmark classes that allow for personalized, in-depth, and sustained inquiry. Hallmark courses are girl-centered learning experiences unique to Miss Hall's and are based on the considerable expertise of faculty and passions of students. They provide opportunities for each student to dive deeply into areas of personal interest and develop the MHS core competencies of vision, voice, interpersonal efficacy, and gumption.

The School's signature experiential learning program, Horizons, has been central to the Miss Hall's curriculum for 25 years. Every student participates in Horizons internships, mentoring, and community learning that empower MHS graduates to step confidently into the world as collaborators, leaders of change, and bold and creative contributors to the common good.

As part of Miss Hall's whole-student focus, students participate in wellness programming and are active in the performing and visual arts, athletics, school governance, and myriad student-led clubs. All activities at MHS are about connecting with others, exploring something new, and practicing how to lead.

Miss Hall's Strategic Design



The mission of Miss Hall's is to inspire and encourage each student to pursue the highest standards of learning and character; to contribute boldly and creatively to the common good; and to seek a purposeful life based on honor, respect, growth, and personal authenticity.

Guided by mission and sharpened by daily practice, Miss Hall's School continuously reimagines girl-centered education to foster a pioneering intellectual

spirit and an authentic engagement of students and adults.

Adopted in 2016, the Miss Hall's Strategic Design is an ambitious blueprint that sets the bar high for the community for years to come. The plan centers the MHS student experience and lays out the School's four areas of priority:

- **Innovative programs** that emphasize intellectual pursuit, development of core competencies, and personalized, experiential learning tailored to girls
- **Inclusive community** that values diversity as essential to learning and problem solving, as a means to discovery and personal growth, and as a context for cultivating empathy and cultural competency
- **Commitment to engagement, service, and leadership** that strengthens connections between the School and local and global communities and provides opportunities for students to discover passions and have influence
- **Culture of adaptability, collaboration, and excellence** that enables the School to address challenges, maximize opportunities for growth, and remain nimble in a changing educational landscape

The Miss Hall's Strategic Design is not a plan that sits idly on the shelf. It is very much alive, guiding School leadership and decision making every day.

Diversity, Equity, and Inclusion at Miss Hall's

DEI Statement: At Miss Hall's School, we champion social justice; insist that all community members demonstrate respect for each other through words and actions; and affirm that diversity, equity, and inclusion are essential to learning and problem solving, discovery and personal growth, and cultivating empathy and cultural competency. Guided by these beliefs, and with the understanding that being an inclusive community requires ongoing work and commitment, we foster cross-cultural dialogue and allyship to honor and celebrate our diverse community.

Miss Hall's works to make sure its community—and the world around it—is equitable, just, and brilliantly diverse. Under the umbrella of our school-wide Diversity Coalition, three essential coalitions are fixtures of student life: Essence, Spectrum, and the International Student Alliance. Adults at MHS engage in ongoing anti-racist education and practice and facilitate community-wide dialogues in response to current events and observances that foster inclusion and courageous conversation.

Miss Hall's is dedicated to developing an adult population that demographically mirrors its student body. Diversity is defined at MHS as “the range of differences among groups of people and individuals that is necessary to achieve excellence in all areas of school life and beyond.” These differences include but are not limited to, race, ethnicity, sex, gender identity, gender expression, sexual orientation, age, social class, physical ability, and religion.

The School's Dean of Equity and Inclusion is a vital member of the 7-person Leadership Team.



About Philanthropy at Miss Hall's

The culture of philanthropy at MHS is robust, from the 9th-grade Horizons curriculum, to student forays into social entrepreneurship, to the incredible engagement and spirit of generosity among its Board of Trustees.

The Advancement Team, which recently moved from the periphery of campus to a newly renovated suite in the Main Building, partners with students, faculty, and staff in encouraging philanthropy at every level. A great example is the Community Action Fund, the student-led initiative created to provide relief to community members adversely affected by COVID-19.

Individual student contributions and class gifts, plus support from MHS alumnae, family, and friends to the tune of nearly \$90,000 has made possible 83 grants directly impacting the lives of students and families.



More broadly, philanthropy at Miss Hall's allows the School to invest in the student and faculty experience and ensure that a new generation of women become bold, creative contributors to the common good. During the last 15 years, Miss Hall's has raised nearly \$100 million, regularly outpacing peer schools of larger sizes. The 2020-21 fiscal year was the biggest fundraising year in the School's 123-year history thanks to bold experimentation, creative collaboration, and the incredible dedication of constituents and friends. The Advancement Team recently raised over \$2 million in celebration of Reunion 2021 and crossed the million-dollar mark for the Diversity, Equity, and Inclusion Endowment. This year's Annual Fund exceeded its goal of \$1,295,000 two months before the end of the fiscal year.

Miss Hall's is in the leadership phase of a comprehensive campaign called "Be Bold." To date, over \$55.5 million of the \$75 million goal has been raised. The new Director of Leadership Giving will play a significant role in closing the Be Bold campaign and in the overall success of fundraising at the School.

About the Position



Miss Hall's School seeks a full-time Director of Leadership Giving to sit at the right hand of the School's Director of Advancement as a key member of its high-achieving, collaborative, 8-person Advancement Team. The new Director will bring to the role demonstrated success in meeting and exceeding ambitious fundraising goals and will have at least 5 years of experience in major gifts fundraising.

Successful candidates will enjoy a high level of social interaction with a variety of internal and external constituents and will be passionate about empowering girls. The Director will demonstrate a commitment to nurturing positive relationships across the school community, a desire to work in a truly diverse and cooperative environment, and a willingness to travel to enhance the visibility and success of the School.

Key Responsibilities

The Director of Leadership Giving will:

- Articulate the Miss Hall's mission and vision and skillfully connect donor interests with funding opportunities;
- Spend a minimum of 80% of their time actively managing and developing a prospect pool of 120 major gift prospects, with the goal of securing increased funding from private philanthropic sources;
- Travel at least 40% of the time to cultivate, solicit, and steward donors;
- Manage and update a portfolio through proper database management, ensuring all prospect activities and communications are accurately tracked and recorded in a timely manner;
- Develop individual engagement strategies for top prospects and methodically work to engage prospects through the moves management process (qualification, cultivation, solicitation, and stewardship) while also achieving annual metrics for visits, meaningful contacts, and dollars raised;
- Work with select reunion classes to engage alums around reunion;
- Collaborate with colleagues to achieve ambitious team goals, raising together \$5-10 million per year in support of Miss Hall's;
- Understand popular planned giving vehicles; and
- Engage and manage school leadership in face-to-face cultivation, solicitation, renewal, and stewardship actions for top major donors and donors-to-be.

Key Qualifications

- 5+ years of frontline fundraising experience and a track record of successfully securing major gifts;
- Commitment to Miss Hall School's mission and core values;
- Working knowledge of planned giving a plus;
- Proven track record of strategically using moves management and data analytics to maximize revenue and donor retention;
- Sincere commitment to educating and empowering girls;
- Enthusiasm for being part of a school community and familiarity with an independent school a plus;
- Experience with volunteer leadership and committees;
- Collaborative and positive approach to working as part of a high-performing team;
- Personable, highly organized, detail-oriented, and entrepreneurial;
- Excellent oral, written, interpersonal, analytical, and organizational skills;
- Must be willing to travel;
- Proficiency with the hands-on use of fundraising databases (experience with Raiser's Edge preferred); and
- Ability to represent Miss Hall's School with integrity and professionalism.



Miss Hall's School is an equal opportunity employer and is committed to a policy of employment without regard to race, color, national origin, sex, sexual orientation, religion, disability, age, marital or parental status, genetic information or family medical history, military or veteran status or any other classification protected under federal, state, or local law. Miss Hall's is committed to seeking talent across the diversity spectrum to educate and inspire our students to contribute to the common good.

For more information about Miss Hall's School, please visit www.misshalls.org.

Please email your cover letter and resume in confidence to: misshalls@developmentguild.com

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About Development Guild DDI

For 40 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. With offices in Boston and New York, we have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.

