

DIRECTOR OF ENGAGEMENT AND THE GEORGE SCHOOL FUND - *and* - PLANNED GIVING LEADERSHIP GIFTS OFFICER

GEORGE SCHOOL

Newtown, Pennsylvania
georgeschool.org

Start Date: ASAP



GEORGE
SCHOOL



Carney
Sandoe
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

With Quaker tradition as its touchstone and academic excellence at its core, George School seeks to develop citizen scholars cheerfully committed to openness in the pursuit of truth, to service and peace, and to the faithful stewardship of the earth. We want our students to treasure learning for its own sake and to use it to benefit a diverse world. Above all, we want them to “let their lives speak.”

At a Glance



Established
1893



Enrollment
532



Financial aid awarded
\$10M



Student-faculty ratio
1:7



Boarding students
46%



Students of color
38.9%



Total faculty
104



Countries represented in
student body
50

States represented in student body: 21

Faculty with advanced degrees: 59

Students receiving aid: 50%

Endowment: \$267M

Annual operating budget: \$38M

Campus size: 240-acres

IB Diploma completion rate: 95%



Overview

George School's 240-acre campus is both grand and intimate. Students come to George School with a desire to engage with peers in a process of intellectual discovery that can be found in both the fast pace of the day and the quiet moments of reflection. The community benefits from the presence of a mix of boarding and day students, which give all students a sense of home and opportunity to meet people who become lifelong friends and create a network of care across the world.

Rooted in Quaker tradition, George School helps students develop a sense of themselves in the world, teaching them to lead with kindness and proceed with hope. With a mix of boarding and day students representing 50 countries and 21 states, George School gives all members of its community both a sense of home and a broadened perspective. Sharing a beautiful diversity of identities, styles, languages, and backgrounds, students meet lifelong friends and create a network of care across the world. Here, students learn to discover their authentic selves. This majesty of campus and magic of community is created and maintained through the ongoing ability to leverage reliable fiscal resources. George School seeks two seasoned advancement professionals to join the School's advancement team, beginning July 1, 2025, or earlier. Reporting to the Director of Development, both the Director of Engagement and the George School Fund and the Planned Giving and Leadership Gifts Officer will help build upon the School's history of generosity to further advance the short- and long-term strategic goals of George School in keeping with its long-standing mission and values.

Opportunities and Challenges

The George School is at an exciting inflection point of both recommitting to its mission and reimagining its future. With the arrival of Justin Brandon as the tenth Head of School, the excitement on campus is palpable. Justin's student-centric approach to community has visibly energized both students and employees. This energy drives enthusiasm for envisioning George School's next chapter; one that stays true to its roots while effectively meeting the needs of today's students.



George School has a healthy culture of philanthropy. A recently announced major gift to its endowment has been designated for programs that both enrich the student experience and make it more equitable. The established culture of the school combined with the news of this extraordinary gift make it an exciting time for the advancement office. Director of Development Jaime Zamparelli Abramaov is a high energy, strategic leader with a clear vision for the work of her team. George School is hiring for two critical positions: the Director of Engagement and the George School Fund and the Planned Giving and Leadership Gifts Officer. Each role offers a unique opportunity for an experienced advancement professional to make a strong contribution to the team and advance the goals of the school.

Focus on engaging the minds and hearts of the community is the key to the department strategy; to that end, the team has created important moments of constituency engagement and is eager to build on the relationships they have fostered. Both roles will share the following priorities, opportunities, and challenges:

- Create consistent, stable leadership in the respective offices to provide strong foundation for strategic work;
- Design and implement a strategic approach to deepening the pipeline and enhance the productivity of the donor base;
- Foster a mission-aligned approach to solicitation and stewardship within the broader George School community;
- Cultivate meaningful relationships with alumni, parents and friends to increase engagement while simultaneously inspiring ambitious philanthropic gifts;
- Partner with the Board of Trustees to emphasize the importance of being responsible, compassionate and courageous leaders of stewardship; and
- Develop and leverage data and tracking systems to support effective work.



Qualifications and Personal Attributes

The ideal candidates offer the following qualifications and qualities:

- Relational leadership style built on approachability, transparency, and responsiveness;
- Ability to effectively communicate in person and across all platforms with inspiration and clarity to both internal and external audiences;
- Familiarity with the data and research that supports excellent infrastructure, meaningful relationship-building and effective fundraising;
- Professional demeanor that blends warmth and collaboration with decisiveness and resolve;
- Deep appreciation for George School’s mission, history, and values;
- Flexibility and collaborative spirit that encourages partnership with members of the team for an effective, productive, and cohesive department;
- Energized and inspired by the work of philanthropy and raising resources for the mission of the school;
- Genuine commitment to building community and a willingness to jump in when needed;
- Approach to work characterized by joy and a sense of humor that encourages learning from mistakes and reflects a well-grounded sense of perspective.



Director of Engagement and the George School Fund

The Director of Engagement and the George School Fund will have oversight over the two members of the engagement team and the annual giving program. The team focuses on meaningfully engaging alumni, parents, and friends of the school as they work closely with other advancement colleagues to cultivate, solicit and steward George School Fund donors. The Director will work closely with the Director of Development in setting ambitious annual giving goals for participation and dollars raised and are responsible for developing the overall strategy and annual calendar for the George School Fund. A primary goal for the team will be to cultivate and solicit George School donors (occasional travel required).

Expectations and responsibilities:

- Develop a detailed and strategic George School Fund plan which includes elements of segmentation strategy, prospect lists, benchmarks for each constituency and explicit roles for staff and volunteers.
- Coordinate and participate in George School Fund leadership gift calls and visits
- Oversee, in collaboration with Marketing and Advancement teams, the development of annual giving solicitation.
- Manage telephone campaigns, including recruitment and training of student and parent callers, and collecting pledges and gifts.
- Organize appeals for the George School Fund.

The ideal candidate will have at least three to five years of previous fundraising experience; strong preference will be given to those candidates with annual fund experience. Management experience is required with preference for experience in engagement programs and building a strong sense of productivity and connection. The ideal candidate has excellent communication skills combined with the experience and ability to effectively solicit prospective donors, collaborate with colleagues, and work with volunteers and committees. Demonstrated familiarity with database programs and new and emerging technologies is a plus. Finally, the ideal candidate will be fueled by thinking creatively and strategically about ways to increase annual giving.



Planned Giving and Leadership Gifts Officer

Reporting to the Director of Development, the Planned Giving and Leadership Gifts Officer is an integral member of the Advancement team and will possess a blend of proven frontline fundraising experience, excellent donor relationship development and knowledge in Planned Giving. This position holds the primary responsibility for gifts of estates, trusts, and various other financial vehicles that reflect financial planning and deferred giving opportunities. This role will include training and support for other staff members working with donors on deferred and planned gifts such as trusts, charitable annuities, IRA's/QCD's, life insurance, wills and bequests. Monthly travel will be required.

Expectations and responsibilities:

- Support the overall long-term financial strength of George School through donor and prospective donor visits with focus on education about and solicitation of gifts, in particular deferred and planned gifts.
- Maintain a portfolio of 100+ new and viable major gift/planned gift prospects with the goal of annually qualifying, acquiring, retaining, reactivating, and upgrading their contributions.
- Design and implement strategies to identify, cultivate and solicit high-net worth and planned giving prospects for major gifts.
- Assume primary responsibility for providing support and training regarding planned and deferred gifts. Apply industry best practices, maintain an awareness of successful initiatives utilized at peer institutions, and actively make recommendations to expand and refine planned giving strategy.
- In collaboration with Marketing team, create a planned giving marketing strategy to cultivate and steward ongoing donors and planned giving prospects.

The ideal candidate will be driven and excited by work with intergenerational donors, have 5 or more years of related experience with planned giving and knowledge of giving vehicles, industry trends and best practices.

Learn More

Click on the links below to learn more about George School.

[School Website](#)

[Diversity, Equity, and Inclusion](#)

[School History](#)

[College Matriculation](#)

[Core Values](#)

[About Newtown, Pennsylvania](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates should submit the following materials as separate PDF documents:

- Cover letter expressing their interest in either the Planned Giving and Leadership Gifts Officer or The Director of Engagement and the George School Fund.
- Current résumé.
- List of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission).

Please submit materials to:

Lisa Parsons

Consultant

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Heather Flewelling

Consultant

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