Loyola
High School
OF LOS ANGELES

Loyola High School

Vice President for Advancement

LOS ANGELES, CA

Isaacson, Miller

The Search

For more than 160 years, Loyola High School of Los Angeles (Loyola) has shaped generations of young men through a transformative Jesuit Catholic education grounded in intellectual rigor, character formation, leadership, and service. Today, as one of the nation's premier preparatory schools and Southern California's oldest continuously run educational institution, Loyola is at an exciting and pivotal moment, celebrating its storied heritage while planning for a bold new era. Under the leadership of Jamal K. Adams '90, the first lay president in the institution's history, Loyola is embarking on an ambitious new chapter defined by strategic growth, institutional innovation, and a renewed vision for its future.



To help realize these aspirations, the school seeks an accomplished and visionary Vice President for Advancement (VP) who combines vision with execution, relationship-building with accountability, and ambition with humility. Reporting to President Adams early in his tenure and serving as a member of a cohesive senior leadership team, the VP will play a central role in shaping Loyola's philanthropic future.

The next VP will build upon Loyola's strong foundation while helping define the strategies, systems, and organizational capacity needed to realize its long-term vision and goals. As Loyola defines its future institutional priorities and potential campaign initiatives, the VP will serve as a close strategic partner to President Adams, shaping advancement strategy, cultivating and strengthening key relationships, and aligning philanthropic investments with the school's highest priorities.

Equally important, the VP will be a leader who invests in people. Loyola seeks a collaborative leader who can cultivate a high-performing, mission-driven advancement team by recruiting, mentoring, and developing talented professionals while establishing a culture of accountability, trust, and continuous improvement. The successful candidate will create an environment in which individuals are empowered to do their best work, feel valued for their contributions, and are supported in their professional growth. By fostering strong internal partnerships and encouraging shared ownership of success, the VP will strengthen both team performance and organizational effectiveness.

The VP will also play a critical role in advancing a culture of philanthropy across the school. Working closely with faculty, administrators, staff, trustees, alumni, and volunteers, this individual will build meaningful partnerships that connect Loyola's mission and priorities with philanthropic opportunity. As an ambassador for the institution, the VP will help ensure that Loyola's most compelling stories are communicated authentically and that supporters see the impact of their investment in the school's future. From expanding access through financial aid to supporting academic innovation, faculty excellence, student formation, capital improvements, athletics, the arts, and other strategic priorities, Loyola offers donors a wide range of options to invest in a mission that continues to transform lives. The VP will work closely with institutional leadership to articulate these priorities, align philanthropic strategy with the school's highest aspirations, and inspire support for a bold vision of Loyola's future.

The successful candidate will possess the emotional intelligence, judgment, and collaborative leadership style necessary to engage effectively across a broad range of constituencies while leading a high-performing advancement team that is disciplined, coordinated, and positioned for sustainable growth. This individual will demonstrate a genuine appreciation for Loyola's educational philosophy, a connection to or curiosity about the Jesuit tradition and charism, and a desire to become an active and visible member of the school community during a pivotal moment in its history. The next VP will embrace Loyola's mission and values, recognizing the transformative role philanthropy plays in advancing Jesuit education.

Loyola High School has engaged Rachel Ellenport and Nicole Poe of Isaacson, Miller to assist with this important search. Inquiries, nominations, and applications should be sent in strict confidence to the search firm as indicated at the end of this document.

About Loyola High School

Founded in 1865, Loyola High School of Los Angeles is among the nation's premier Jesuit Catholic college preparatory schools, dedicated to educating and forming young men for lives of leadership, faith, and service. Since becoming a Jesuit institution in 1911, Loyola has been guided by the Jesuit tradition of educating the whole person, fostering intellectual growth, character development, spiritual formation, and a commitment to the common good. Today, Loyola enrolls approximately 1,275 students from more than 200 zip codes whose backgrounds reflect the extraordinary ethnic, socioeconomic, religious, and geographic diversity of the Los Angeles region. Loyola prepares young men to be adult persons of conscience and character, with a highly developed intellect that is molded through wisdom and action, all of which forms them to become “men with and for others,” the school’s motto. This formation then propels them forward into the world to serve unselfishly, so that the universal goals of goodness, truth, and justice may be shared by the whole human family.

The school provides a wide variety of opportunities for students to be involved in activities and clubs, including the Hannon Theatre Company and the student-run newspaper, *The Loyalist*, among others. Loyola’s robust athletics program consists of 14 competitive sports in which more than two-thirds of the student body compete. The school boasts a strong history of athletics excellence, including national championships in football and volleyball, and achieving at least one California Interscholastic Federation title for 10 years running. In addition to a curriculum that highlights diverse perspectives in the classroom, Loyola encourages its students to apply their knowledge outside the classroom through its robust Global Education programs. Loyola offers a variety of faculty-led domestic and international learning experiences each year. These exchanges, immersions, and cultural encounters are designed to deepen students’ understanding of complex global issues, foster a capacity to serve, and work together for a hope-filled and sustainable future.



Loyola is a community in every sense of the word – through its active alumni association, consisting of 17,000 graduates in all 50 states and more than 60 countries, that embodies the philosophy of "Cubs for life;" through its dedicated and extraordinarily talented faculty and staff; and through its partnership with generous and visionary parents, donors, and friends.

Leadership and Strategic Priorities

Entering his second year at the helm of Loyola High School is president and alumnus Mr. Jamal K. Adams '90. Under President Adams' leadership, Loyola is launching its next strategic plan, a generational opportunity to chart the school's course for the coming decade. The plan will define new models of financial sustainability, deepen the institution's service to Los Angeles, and grow the endowment to absorb the rising cost of a Jesuit education. President Adams and the Board of Directors are committed to building a world-class advancement enterprise to power this work. They seek a senior advancement executive who will transform the existing program into one of unsurpassed effectiveness, mentor and develop a high-performing advancement team, implement rigorous performance metrics, and meaningfully expand principal and major gift revenue.

In recent history, Loyola has completed a $75 million capital campaign, *The Campaign for Loyola*, and the first such campaign in the school's history. The campaign included the financing and construction of the William H. Hannon Science Hall and the Frank and Frances Adolf Classroom Building, which included the acquisition and closure of streets surrounding campus; the acquisition of strategic and contiguous properties around the campus in an effort to expand the Loyola footprint in the neighborhood for both present and future use (an ongoing process); and the intentional growth of the endowment for Loyola to its present size of over $100 million. The growth of the endowment is a continual goal and priority – as the price of a private Jesuit education continues to escalate, Loyola's endowment growth will continue to offset that escalation.

The Office for Advancement

The Office for Advancement consists of a team of 10 professionals passionate about Loyola High School and its longstanding traditions. These professionals devote their time and energy to being the architects of the school's philanthropic future. The team is committed to a collaborative, relationship-based culture, possesses a creative spirit, a deep love and appreciation for the institution, and is very knowledgeable about the continuum of advancement work at Loyola. Lastly, they share a personal alignment with Loyola's mission and a desire to share that enthusiasm with alumni and the broader Loyola community.

Loyola's advancement program benefits from many of the attributes that distinguish highly successful fundraising organizations: a compelling mission, an exceptional reputation, loyal and passionate alumni and parent communities, a dedicated board of directors, and a longstanding tradition of philanthropic support. These strengths provide a powerful foundation upon which to deepen donor engagement, expand principal and major gift activity, strengthen stewardship and advancement operations, and develop strategies that sustain philanthropic investment for generations to come.



Financial Information

For Fiscal Year 2025, Loyola High School operated on a budget of approximately $40 million, supported by an endowment of more than $100 million and nearly $10 million in fundraising. The school's financial standing, rooted in prudent fiscal management and philanthropic generosity, provides a stable foundation for the next phase of growth. Building on this strong foundation, the institution has established a primary annual fundraising goal of $8.5 million to support the annual operating fund and the expansion of the endowment which are critical strategic priorities.



Role of the Vice President for Advancement

As a key member of the President's Cabinet, the Vice President for Advancement reports directly to the President and provides strategic direction, vision, and operational oversight for the school's fundraising and constituent engagement enterprise. The VP will evaluate the current capacity of the advancement function, identifying the highest priorities, and serve as a key partner in developing Loyola's upcoming strategic plan by designing forward-thinking advancement initiatives to boost donor engagement and prepare the school to launch a successful capital campaign within the next one to three years.

The VP will also professionalize the structure of the Office of Advancement, develop and implement clear performance metrics across the team, and build the systems and best practices required to elevate Loyola's philanthropic standing among peer Jesuit secondary schools nationally.

Essential Responsibilities

- Lead and set the direction for Loyola's comprehensive advancement strategy to significantly grow philanthropic revenue, deepen engagement with key constituents, expand the major gift pipeline, and build the institutional relationships and organizational capacity necessary to sustain long-term philanthropic support.

- Maintain strategic ownership of a high-priority portfolio of major gift prospects and donors, developing personalized engagement and solicitation strategies that strengthen philanthropic relationships. This involves developing, coaching, and mobilizing the President, Board of Directors, senior leadership, and faculty, along with key volunteer leaders as strategic partners in cultivating and securing major philanthropic commitments.
- Develop, lead, and continuously refine a comprehensive, multi-year strategy that strengthens and expands Loyola's donor pipeline; increases donor acquisition, participation, retention; and identifies opportunities for philanthropic support. This also includes galvanizing the wider Loyola network and developing innovative approaches to identify and engage prospects and deepen existing donor relationships.
- Partner with the President to shape and refine donor, alumni, parent, and constituent engagement strategies to ensure the effective communication of the school's mission, vision, impact, and philanthropic opportunities across key audiences, including providing strategic direction and oversight of advancement-related communications and marketing materials to ensure that Loyola represents a compelling and consistent case for philanthropic investment.
- Build and strengthen an institution-wide culture of philanthropy and engagement, by partnering with the Principal, Director of Admissions, and other senior administrators to identify institutional priorities; develop compelling philanthropic opportunities; and equip faculty, administrators, volunteers, alumni, parents, and other constituents to serve as effective ambassadors, advocates, connectors, and philanthropic partners.
- Provide strategic oversight of prospect development and relationship management, ensuring that data, prospect research, wealth and affinity information, relationship mapping, portfolio management, and advancement systems effectively support institutional priorities, informed decision-making, and coordinated donor engagement.
- Optimize departmental operations and infrastructure by leading the improvement of data, management systems, processes, practices and exploring innovative, strategic approaches to donor identification, cultivation, solicitation, stewardship, engagement, and support.
- Establish, monitor, and interpret key performance indicators of donor engagement, pipeline development, fundraising performance, portfolio activity, donor acquisition and retention, campaign and major gift activity, and revenue generation. Use data to inform the development of actionable strategies, forecasts, priorities, fostering a culture of accountability and continuous improvement.
- Elevate donor stewardship and long-term philanthropic engagement by ensuring donors experience meaningful and timely engagement. Oversee the development and

implementation of innovative stewardship and acknowledgment practices, including gift acceptance policies and formal donor recognition programs that clearly demonstrate the tangible impact of philanthropy, strengthen donor affinity, encourage continued investment to the school's mission.

- Provide strategic leadership for the advancement team and build the organizational capacity required to achieve Loyola's fundraising goals. In partnership with the Vice President of Human Resources, oversee recruitment, retention, professional development, performance management, succession planning, and organizational development, while establishing clear expectations and priorities, and creating a culture of accountability.
- Maintain fiscal and operational oversight of the advancement team, including resource allocation, budgeting, staffing, technology, and implementing best practices that strengthen the department's effectiveness, efficiency, and support the achievement of Loyola's short and long-term fundraising goals.
- Participate in key Board committees such as the Finance, Investment, and Physical Resources Committees to provide strategic advancement insight and ensure alignment with institutional fundraising priorities.
- Articulate and advance the school's mission effectively among donors, alumni, parents, volunteers, and other key constituents, translating Loyola's strategic priorities into compelling opportunities for engagement and philanthropic support.
- Cultivate and maintain strategic external relationships on behalf of Loyola, including with alumni, parents, donors, foundations, corporations, community leaders, philanthropic families, volunteers, and other key partners whose engagement can advance the School's mission and philanthropic priorities.



Qualifications and Characteristics

- A minimum of 8 to 10 years of progressively responsible advancement experience within a nonprofit or academic environment, featuring a clear trajectory of growth into executive-level leadership positions.
- A demonstrated record of success personally cultivating, soliciting, closing, and stewarding transformational major and principal gifts, with the ability to build credibility and lasting relationships with high-net-worth individuals, families, foundations, and other philanthropic partners.
- Proven success increasing philanthropic revenue, strengthening donor engagement, and building sustainable fundraising pipelines through thoughtful prospect strategy, disciplined portfolio management, and effective stewardship.
- A strategic and entrepreneurial mindset, with the ability to identify institutional priorities, align them with philanthropic opportunities, and translate vision into measurable results.
- Exceptional ability to serve as a trusted advisor and thought partner to senior leadership and board members, effectively communicating strategy, performance, opportunities, and challenges through data-informed decision making and sound judgment.
- Demonstrated success leading, mentoring, and developing high-performing teams while fostering a culture of accountability, collaboration, continuous improvement, and shared purpose.
- Political acuity and emotional intelligence, with the ability to build productive relationships across a complex organization and work effectively with trustees, administrators, faculty, staff, alumni, parents, and volunteers.
- Strong understanding of advancement operations, prospect development, database management, and performance metrics, including experience leveraging technology and data to inform strategy and enhance fundraising effectiveness.
- Outstanding written, verbal, and interpersonal communication skills, including the ability to articulate a compelling case for support and connect philanthropic investment to institutional impact.
- A genuine appreciation for Loyola's mission, educational philosophy, Jesuit tradition, and charism, together with a commitment to fostering a welcoming and inclusive community that values diverse backgrounds, perspectives, and experiences.

- The ability to balance strategic leadership with personal fundraising responsibilities, maintaining an active portfolio of high-level donor relationships while providing effective organizational leadership.
- Familiarity with Google Suite, Blackbaud, Raiser's Edge NXT and other fundraising platforms is preferred.
- Willingness to travel as needed to cultivate donor relationships and represent Loyola within its broader community.
- A bachelor's degree is required; an advanced degree is preferred.

Compensation and Benefits

The anticipated salary range for this position is $275,000 to $350,000, commensurate with experience. Loyola provides a comprehensive benefits package, including medical, dental, and vision insurance, employer-sponsored life and long-term disability coverage, a 403b retirement plan, and generous paid time off. In addition, Loyola also offers tuition remission for dependents of employees.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: Vice President for Advancement, Loyola High School of Los Angeles

Rachel Ellenport, Partner
Nicole Poe, Managing Associate
Rebecca Lyons, Senior Search Coordinator
Isaacson, Miller

As a Jesuit Catholic institution, Loyola High School of Los Angeles is deeply rooted in educational traditions that emphasize ethical values and social justice. We welcome candidates from all religious backgrounds who are prepared to support our mission. Loyola is an Equal Opportunity Employer and is dedicated to fostering a diverse and inclusive environment that does not discriminate based on race, gender, protected veteran status, disability, sexual orientation or gender identity.

This document has been prepared based on the information provided by Loyola High School. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by Loyola High School would supersede any conflicting information in this document.

