



The Lawrenceville School

**Search for the Chief Advancement Officer
The Lawrenceville School
Lawrenceville, New Jersey**

The Lawrenceville School (Lawrenceville), a premier coeducational boarding and day school serving students in grades nine through twelve, seeks an innovative and experienced chief advancement officer (CAO) to provide strategic vision, leadership, and direction for all fundraising and engagement activities. Consistently included among the most prestigious and superb secondary schools in the United States, Lawrenceville “challenges a diverse community of promising young people to lead lives of learning, integrity, and high purpose.” Its mission is simple yet profound: “Inspire the best in each to seek the best for all.” Critical to achieving this mission is a robust advancement enterprise which, through the power of philanthropy, helps secure and sustain Lawrenceville’s position as one of the nation’s finest secondary schools.

The CAO is presented with a unique opportunity to lead such a high-performing advancement operation during a time of exciting growth and celebration as the School recently marked the successful conclusion of its largest campaign to date. *Emerge Transformed: The Campaign for Lawrenceville*, which concluded on June 30, 2023, raised a monumental \$475.7 million for institutional programs and priorities, making it the most successful campaign ever completed by an independent school. Launched publicly in the spring of 2021, *Emerge Transformed* far surpassed its original \$350 million goal, which was subsequently raised to \$425 million. This incredible final tally undoubtedly reaffirms the School’s strengths as it crafts a bold vision for the future.

Reporting to the head of school, Stephen S. Murray, and serving as a key member of his senior staff, the CAO provides astute leadership and strategic vision to all aspects of the School’s fundraising activities and constituent relations. In addition, the CAO serves as the liaison to the Board of Trustees and its Development and Trustees (nominating and governance, in partnership with the Board Secretary) Committees. This individual will establish priorities, objectives, and aspirations for a comprehensive alumni and development team across major, endowed, leadership, and planned giving; The Lawrenceville Fund, which includes The Lawrenceville Parents Fund; reunion and class campaigns; advancement services and operations; development communications; and alumni engagement. The CAO will build upon a culture of high achievement, accountability, and professionalism to ensure that the School’s more than 16,000 alumni, current and former parents, trustees, and friends are actively engaged in the life of the

institution. With a depth of knowledge in all key areas of advancement, the ideal candidate must possess a proven track record of success in creating highly efficient and effective advancement programs and experience leading an advancement operation to heightened levels of achievement. Further, the successful candidate will bring a demonstrated ability to plan, manage, and successfully close a comprehensive campaign of a comparable scale. The successful candidate must possess a deep appreciation for the mission, history, and values of Lawrenceville, along with a mutual conviction that equity, inclusion, and human dignity are at the heart of the community which Lawrenceville aspires to be. A bachelor's degree is required; an advanced degree is preferred.

The Lawrenceville School has retained Jack Gorman of the national executive search firm Isaacson, Miller to conduct this important recruitment. Confidential inquiries, nominations, and applications may be directed to the search firm as indicated at the end of this document.

ABOUT THE LAWRENCEVILLE SCHOOL

Since its founding in 1810 as the Maidenhead Academy, [The Lawrenceville School](#) has built a legacy of excellence in education and a reputation as a leader in academic innovation. From its first academic leader who introduced a then-novel course of foreign language study, to the School's early adoption of Advancement Placement (AP) courses, and the introduction in 1936 of the Harkness method of education, Lawrenceville has been defined by its willingness to explore and adopt best practices in education as they have evolved. The School's encouragement of innovation and continued growth is equally matched by a commitment to maintaining its rich traditions and robust school spirit. The School's hallmark [House system](#), unique among boarding schools in the United States, provides a tight-knit community in which students, live, study, and socialize together, allowing them to foster deep connections with fellow students and faculty alike.

The Lawrenceville [campus](#) is beautifully situated on more than 700 acres in historical Lawrenceville, New Jersey. The center of campus, designed by architect Frederick Law Olmstead, has been designated as a National Historic Landmark. Campus facilities include 38 major buildings, including academic buildings for every discipline; an extensive residential Circle and Crescent House system; and state-of-the-art health and wellness, arts, and library facilities. The forthcoming [Tsai Field House](#), a community resource unlike any other at an independent school, will combine athletics, recreation, and dining and is made possible by Joseph Tsai '82 who, alongside his wife, Clara Tsai, donated the [largest gift](#) in Lawrenceville's 213-year history. Phase one, consisting of a new pool, hockey rink, dining facility, and lobby, opened in the fall of 2022; construction of phase two is anticipated to be completed by the spring of 2024.

A welcoming community with students from more than 30 states and nearly 40 countries, Lawrenceville continues to embrace the ever-increasing diversity of its student body. For the current school year, total enrollment is 815, with 70 percent boarding and 30 percent day students. Thirty five percent of students receive need based financial aid, and Lawrenceville's total scholarship aid budget is \$16.9 million, of which

58 percent is now endowed. Approximately 16 percent of students are international students, and more than 50 percent of students schoolwide are students of color.

Leadership and Governance

On July 1, 2015, [Stephen S. Murray](#) became The Lawrenceville School's 13th head of school. An accomplished educator with a record of leadership at two of the nation's most prestigious independent schools, Murray joined Lawrenceville after serving for ten years as the head of school at University School in Shaker Heights and Hunting Valley, Ohio. Prior to the University School, Murray led a distinguished career at Deerfield Academy in Deerfield, Massachusetts, including serving as assistant head of school, academic dean, dean of students, and as a teacher, coach, and faculty resident. Murray received a B.A. in French and political science with honors from Williams College, an Ed.M. from the Harvard Graduate School of Education, an M.A. in French Literature from the Harvard Graduate School of Arts and Sciences, and is a graduate of Phillips Exeter Academy.

Murray is on the board of Robert College of Istanbul, Turkey; the Parents League of New York; The Island School, for which he serves as vice president; Christina Seix Academy; and the Center for the Study of Boys' and Girls' Lives (in collaboration with the University of Pennsylvania). He previously chaired or served on the boards of the Citizens' Academy Charter School in Cleveland, the Cleveland Council of Independent Schools, Greenwich Academy, the International Boys' School Coalition, and Camp Agawam. Murray was also invited to participate in Leadership Cleveland, a civic engagement program. He has presented on numerous topics including innovation, mentorship, community philanthropic support, nurturing creativity, and race and diversity in schools for organizations such as the CASE-NAIS Conference (New York), the International Forum of Leading Schools (China), and the Annual International Boys' School Conference (Philadelphia).

Lawrenceville is governed by an experienced and dedicated Board of Trustees, currently 28 in number, nearly all of whom are alumni and/or parents of graduates. They bring a wealth of expertise and insight to their fiduciary and policy responsibilities as well as personal enthusiasm about the transformational nature of the Lawrenceville experience. The trustees work through an active structure of standing and ad-hoc committees which meet regularly. These include the committees on Development and Trustees, to which the chief advancement officer serves as liaison. The Board of Trustees is currently led by Jonathan G. Weiss '75, CEO of Corporate & Investment Banking at Wells Fargo.

FINANCIAL AND FUNDRAISING OVERVIEW

The Lawrenceville School currently manages an endowment of approximately \$626 million as of fiscal year-end, June 30, 2023. The long-term growth of the School's endowment, net of distributions to support operations, is the result of both strong investment performance and generous donations from its loyal donor base. In fiscal year 2023, Lawrenceville raised more than \$67 million in philanthropic contributions,

of which \$7.5 million constitutes The Lawrenceville Fund. The School's participation rate holds steady at nearly 30 percent.

On June 30, 2023, Lawrenceville concluded its most ambitious campaign, not only in the history of the school but among independent schools nationwide. [*Emerge Transformed: The Campaign for Lawrenceville*](#) raised \$475.7 million from more than 7,000 alumni, parents, and friends in support of School programs and strategic priorities and garnered 71 gifts of \$1 million-plus. Campaign priorities reflected the four main pillars of [*Lawrenceville 20/20*](#), the strategic plan adopted by the School administration and Board of Trustees in the fall of 2016, which include: celebrate and reinforce community; develop head and hands and lead the way with experiential education; promote professional excellence; and strengthen the future by securing the financial sustainability of defining programs such as scholarship aid and faculty support.

Highlights of *Emerge Transformed* include:

- \$117.8 million for scholarship aid, ensuring that a Lawrenceville education remains accessible and affordable for families at every income level;
- \$69.8 million for faculty and academic support, funding an expansion of dynamic learning opportunities and increases in faculty and staff compensation and benefits;
- Campus improvements that will draw the community together in the new Tsai Field House, Getz Sports Complex (including Howard and Violich Fields), Dishner Track & Field Complex, and Big Red Park;
- A 15,000-square-foot makerspace – the [*Gruss Center for Art and Design*](#), or GCAD – that puts the emphasis on collaboration, problem-solving, and state-of-the-art technology;
- \$43.6 million raised for The Lawrenceville Fund, which incorporates The Lawrenceville Parents Fund, supporting the day-to-day operations and activities that distinguish the Lawrenceville experience; and
- \$211.9 million raised in endowed funds, including \$97.4 million in planned gifts and realized bequests, securing the School's financial resources in the present and providing a foundation for future needs.

ROLE OF THE CHIEF ADVANCEMENT OFFICER

As The Lawrenceville School celebrates the monumental success of its recent comprehensive campaign, the School seeks a strategic and accomplished leader to serve as the next CAO, building on an existing foundation of success while simultaneously aspiring to new levels of philanthropic achievements for years to come. The position becomes available as Mary Kate Barnes, the outgoing Assistant Head of School and Director of Advancement, prepares to retire at the end of the calendar year following nearly 30 years at Lawrenceville, during which she led the School through three successful campaign endeavors.

Reporting to the head of school and serving as a key member of his senior staff, the CAO will be a results-driven advancement professional with a strong track record of success. This individual will expertly lead the Office of Advancement, consisting of nearly 30 collaborative and motivated development, engagement, and administrative professionals, with an annual operating budget of nearly \$4 million. The successful candidate will possess substantial fundraising experience at a comparable scale to that of Lawrenceville's advancement operation, with the ability to embrace and articulate the values, mission, and accomplishments that make Lawrenceville unique.

Major Functions and Responsibilities

Partner with the head of school, senior staff, and Board of Trustees as an active and contributing thought leader and central architect of Lawrenceville's advancement priorities and goals.

- Assess the fundraising potential for the School; serve as architect and builder of a strategic, cohesive, and systematic advancement program to broaden fundraising, outreach, and constituent relations activities, as well as ensure the ongoing financial sustainability of the institution, in keeping with the mission and core values of Lawrenceville and its dedication to diversity, inclusion, and belonging.
- Serve as an active member of the head of school's senior staff group. Help advise the head of school and contribute to discussions that guide strategies and policies shaping Lawrenceville's future.
- In conjunction with the head of school, senior staff, and the Development Committee of the Board, craft clear and compelling messages around advancement that describe the strengths and aspirations of the School and its leadership. Disseminate that information, both internally and externally, in a way that excites the community about the School's key fundraising initiatives and future direction. In doing so, serve as an exemplary advocate on behalf of Lawrenceville in the local community and beyond.

Use the time and talents of the head of school, trustees, senior staff, faculty, and advancement department staff to engage, cultivate, and solicit major donors and prospects, and lead by example through personal fundraising efforts.

- Guide and support the head of school in his role as chief fundraiser, serving as coach, mentor, and co-strategist in cultivating and soliciting transformative gifts. Ensure that the head of school is well-briefed and that his time spent is highly productive and rewarding. Similarly, guide and support the trustees, senior staff, and other key volunteers in fundraising and donor engagement activities.

- Personally manage a select portfolio of principal and major gift prospects and donors and ensure that timely steps are taken toward solicitation and stewardship.
- Ensure that advancement activities across Lawrenceville are well-coordinated and support the School's priorities.
- Provide the highest level of personal support to the Board of Trustees and volunteer leadership for their activities on behalf of Lawrenceville; ensure that their volunteer experiences are meaningful, productive, and rewarding, and that volunteers' intellectual and emotional connections to Lawrenceville and each other are strengthened.
- Assist in the identification, recruitment, and cultivation of new board members, as co-liaison of the Trustees Committee of the Board of Trustees.
- Provide oversight, guidance, and support to the fundraising priorities of various units and centers on campus, several of which are endowed or supported by current use restricted funds. Ensure that the advancement office serves as a strategic and effective fundraising partner for these important groups, and philanthropically engages donors in support of their respective programs and funding priorities.
- Cultivate strong working relationships with administrators, faculty, and staff across the School. Maintain the advancement office as a collaborative, responsible partner able to professionally address both opportunities and concerns.
- Support the changing demographics of the parent and alumni bodies, as well as the prospective student population through the ongoing increase in support for scholarships.

Build upon the success of Lawrenceville's strategic advancement program by continuing to expand philanthropic capacity and engagement among alumni, parents, and friends.

- Examine and apply post-campaign analysis and findings to develop an aspirational strategic plan for advancement with an emphasis on evaluating, strengthening, and enhancing the annual, major, and principal gift pipelines.
- Celebrate the success of *Emerge Transformed* while preparing the School for future fundraising campaigns, ensuring an optimally deployed staff and an effective, efficient infrastructure that will support future successful endeavors.
- Create and maintain programming and engagement opportunities for Lawrenceville's parents, alumni (of which there are over 16,000), and friends in coordination with key offices and divisions

across the School. Pioneer new and innovative techniques to promote engagement across generations and with a keen eye for increasing participation levels and return on investment.

- Develop and implement enhanced development communications strategies across print and electronic outlets, including social media, that provide consistent and strategic messages to alumni and parents. Ensure that programs and initiatives, opportunities for volunteer participation, and the School's overarching strategic goals are well known to alumni and parent constituents.

Lead Lawrenceville's advancement staff, promoting a culture of excellence, collaboration, and professional growth.

- Further develop a diverse and high-quality development and engagement team that is well prepared to meet the ongoing challenges and growth opportunities of a first-rate advancement program.
- Set clear direction and establish goals for the advancement team in a collaborative manner to ensure that individuals have a sense of responsibility and ownership for the successful growth of the School.
- Serve as a resource for fundraising staff in developing effective prospect strategies, execution of moves management, closing with prospects, and stewardship; lead by example and inspire others to action.
- Explore opportunities for continuous improvement in office systems and structures to maximize coordination and productivity, enhance communication, and promote staff collaboration and professional satisfaction. Ensure efficiency and cost effective fund raising operations in support of maximizing net contributions to Lawrenceville.
- Support opportunities for professional growth for all advancement staff.
- Contribute to a work environment in which openness, transparency, candor, and mutual respect are all guiding principles.

Skills and Qualifications

- A deep appreciation for an independent school education, a keen understanding of the mission and goals of Lawrenceville, and the ability to persuasively articulate its uniqueness.

- Demonstrated success as a fundraising leader in a comparable independent school or higher education setting, or translatable leadership in arts and culture, healthcare, or other complex nonprofit institutions.
- An ability to create and lead innovative programs attuned to the changing demographics of the School's alumni and parents.
- At least 10 years of progressively responsible fundraising and managerial experience, including a depth of knowledge in all key areas of advancement and a track record of planning, managing, and executing a comprehensive campaign.
- Proven management skills in nurturing a team- and goal-oriented environment that empowers staff through open communication and delegation and that builds confidence, promotes diversity of thought, and celebrates achievements. An ability to attract and retain talented staff.
- The ability to build bridges and strong collaborative relationships with all members of the advancement operation and the diverse body of Lawrenceville alumni, parents, and students.
- A deep understanding of a complex academic community and a proven track record of successful collaboration with leadership team colleagues, faculty, staff, and other key internal stakeholders.
- Demonstrated success in personally cultivating, soliciting, and stewarding gifts at major and principal levels.
- The ability to support and collaborate with Lawrenceville's central communications team as a strong strategic partner, ensuring opportunities to provide an active and compelling voice around fundraising and engagement activities.
- The intellectual and communication skills required to engage effectively and foster meaningful relationships with senior leaders, trustees, and external members of the Lawrenceville community.
- A sharp eye for operational efficiency and the best use of resources, including a demonstrated understanding of budgets and the ability to manage them.
- The desire to play a meaningful role in the life of the School and its extended community.
- The flexibility to travel and work evenings or weekends as required.
- A bachelor's degree required, with an advanced degree preferred.

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 for the search. Electronic submission of materials is strongly encouraged.

<https://www.imsearch.com/open-searches/lawrenceville-school/chief-advancement-officer>

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The Lawrenceville School is a diverse and inclusive community and makes all employment decisions without regard for an individual's race, creed, color, religion, national origin, nationality, sex, pregnancy, affectional or sexual orientation, gender identity or expression, age, veteran status, physical or mental disability (including AIDS and HIV related illness), genetic information, refusal to provide genetic information, refusal to submit to genetic testing, ancestry, familial status, marital status, domestic partnership status, civil union status, atypical cellular or blood trait, military service, application for military service, or any other characteristic protected by applicable law. The Lawrenceville School will also provide reasonable accommodations for qualified individuals in accordance with applicable law.