



Crane Country Day School

Director of Development

Santa Barbara, CA



Introduction

Nestled in the foothills of the Santa Ynez mountains, Crane Country Day School is a gem of a place. Students and Staffuly (Crane's nomenclature to describe all faculty and staff) feel at home as they engage in their work – joyful learning and rich community connections – across grades kindergarten through eighth grade.



Approaching the centennial commemoration in 2028,

Crane's long history is rooted in experiential education principles. To this day, teaching and learning at Crane is characterized by seeing and doing in order to foster the deepest learning possible. In addition to a thorough foundation in core academics including English, math, science, social studies, and Spanish, Crane also provides a deep dive into design and engineering, visual and performing arts, and athletics for all students. Balancing intellectual rigor and creative expression, the program challenges students to think critically, find their voices, and care for one another and the world around them.

The stunning 12-acre campus, featuring 17 buildings and nine acres of open space, is ideally suited to Crane's philosophy of experiential education. The newly opened state-of-the-art theater easily seats the entire community to dazzling effect. Consistent with Crane's mission, the theater was constructed with teaching space in mind. Students have the opportunity and the corresponding facilities to learn the ins and outs of producing a show. The community's approach fosters participation over perfection, helping young people develop and grow their talents and passions appropriately.

Crane Country Day School at a Glance

Mission

Crane Country Day School is dedicated to providing an experiential education characterized by a thoughtful balance of academic challenge and creative expression. We thrive as a community that builds character and confidence, while celebrating the joy in learning.

Facts and Figures

Founded: 1928

2023-24 School-wide Enrollment (K-8): 252

Lower School: 144

Upper School: 108

Students self-identifying as students of color:
27%

Employees (Staffulty): 64

Average tenure of Staffulty: 8 years

Location: 12-acre campus in Montecito/Santa
Barbara, situated between the Santa Ynez
Mountains and the Pacific Ocean

Endowment: \$7.5 million

Indebtedness: None

Operating Budget: \$10.5 million

Tuition: \$36,500-\$38,500

Financial Aid: \$1.5 million to 25% of students

Total Funds Raised, 2022-23: \$10.2 million

Parent Participation in Annual Giving: 90%

Accreditation: Western Association of Schools and Colleges, California Association of
Independent Schools; member, National Association of Independent Schools

On the Web: <https://www.craneschool.org/>



The Position: Director of Development

If you're an accomplished fundraiser who loves being part of an educational community, Crane is the place for you! A past Capital Campaign motto for the school was, "little school, big plans," which is an apt description of a small school doing bold things, accomplished through a history of extraordinary fundraising. Reporting to Head of School Joel Weiss, now in his 24th year as head of Crane, the Director of Development (DOD) oversees two Development Officers. Crane's DOD provides the leadership and coordination of the school's philanthropic activities to support the financial goals, both annually and long-term, for the continued success of the institution approaching its centennial year in 2028.

Equally important is the continued cultivation of support — relationships and financial — from school leadership, Board members, Staff, and various constituents — alumni, past parents, and grandparents.

The DOD leads the development team in effective strategies to work toward raising sufficient funds to meet the specific goal of achieving the annual operating budget, as well as more forward-looking goals such as capital campaigns that raise money for Staff attraction and retention and/or to support future building endeavors.

Regardless of their roles or responsibilities, all members of the Staff are involved in many aspects of the school, including participating in daily assemblies, guiding workshops, and leading trips. The next DOD will likewise be expected to engage enthusiastically in the life of the school, benefiting from and contributing to the profound sense of community that is a hallmark of the Crane experience.



Key Responsibilities

Development Direction and Fundraising

- Develop and implement strategies to deepen and diversify Crane's funding base and attract new major individual donors.
- Generate interest and support for Crane including leveraging our alumni network to support and celebrate Crane.
- Actively participate in leadership gift solicitations; manage a portfolio of prospective individual donors and cultivate, steward, and deepen relationships with select existing major donors.
- Manage the school's annual fund and work closely with the Head of School to achieve the school's overall annual revenue goals.
- Foster a 'culture of philanthropy' with the alumni and parent network.
- Strengthen the school's planned giving program.
- Analyze and bolster the school's major gift program via the identification, cultivation, solicitation, and stewardship of prospects and donors.
- In partnership with the Director of Marketing and Communications, generate effective fundraising-related print and digital communications, including, but not limited to, funder updates, donor acknowledgments, and consistent cultivation of relationships.



Leadership and Management

- Inspire and manage two Development Officers ensuring that future staff are properly hired, trained, supported, and guided, and that their professional development is nurtured.
- Manage, cultivate, and support parent volunteer networks.
- Serve on the school's senior administrative team and lead or participate in several other committees.
- Produce Board reports and presentations.

- Be an advocate for the school's Diversity, Equity, Inclusion, and Belonging work and use DEIB best practices when planning and implementing fundraising and community events.
- Partner with the Board of Trustees and serve as staff liaison for Board Committees as requested.
- Manage Development Office budget.
- Oversee data management policies for the Development Office, including privacy, accuracy, reports, best practices, gift entry, reconciliation, surveys, paperwork, etc.

Community Participation

- Lead and oversee annual community, parent, alumni, and fundraising events.
- Work closely with Families for Crane leadership regarding meetings, presentations, and events.
- Manage Crane merchandise sales.
- Publicly represent the school in a positive and proactive way, collaborating with alumni, parents, other local institutions, and neighbors.
- Work collegially within a diverse community, communicate effectively with diverse populations, and participate in professional development as related to DEI work.
- Help out where needed to interact with families and students (parking lot duty, hot lunch help, etc.).



Desired Qualifications and Qualities

Education and Experience

- Bachelor's degree plus at least seven years of leadership experience as a fundraising and development professional, preferably in independent schools.
- Experience working collaboratively and harmoniously with the senior leadership team, fostering an environment of open communication, trust, and shared goals.
- Experience with event planning from small intimate coffees to large galas.
- Deep grounding in all aspects of development work, from annual giving to major gifts, prospect research to stewardship, constituent events to advancement services.

- Ability to learn, understand, and convey priorities to donors and the community.
- Excellent written and verbal communication skills, tact, sensitivity, and mature judgment.
- A motivational communicator, both written and verbal, who is effective in 1-on-1 and group settings, as well as equally engaging with internal and external audiences.
- Ability to cultivate and build strong and organic relationships with both the school and greater Santa Barbara community.
- Demonstrated experience in DEIB principles with a focus on aligning philanthropic practices with equity and inclusion and the ability to manage and inspire a diverse group of family volunteers.

Personal Characteristics

- Team-oriented and collaborative; able to bring people and ideas together to solve problems and advance initiatives.
- A strong work ethic, including the ability to work efficiently under pressure; meet deadlines; demonstrate strategic thinking and good decision-making; maintain and model high personal, ethical, and professional standards.
- Highly organized and detail-oriented.
- Fundamentally relational, highly trustworthy, and able to hold confidences.
- Excellent listening skills and the ability to work with constituents possessing diverse opinions.
- Even keeled, highly emotionally intelligent, a joyful spirit, and empathetic.



Benefits and Compensation

Anticipated salary range: \$160–\$180K, strong benefits package.

Application Requirements and Search Process

DRG is conducting this search on behalf of Crane Country Day School. Interested candidates should submit, as soon as possible, materials including the following:

- A cover letter indicating why they are interested in and qualified for the position.
- A current resume.
- A list of five professional references to include name, relationship, phone number, and email address of each (references will not be contacted until the finalist stage of the search).

Application Status: Accepting Applications

Start date: July 1, 2024

This position description is based upon material provided by the Crane Country Day School, an equal opportunity employer. The DOD search committee is excited to meet interesting candidates with diverse backgrounds.

To apply for this position, please click [HERE](#).

Jennifer Fleischer, Senior Talent Consultant

jfleischer@drgtalent.com

Tyrell Williams, Associate

twilliams@drgtalent.com

