Executive Director
Seeds of Hope
Archdiocese of Denver, Colorado
seedsofhopedenver.org
Seeds of Hope

History and Mission

Seeds of Hope – Then and Now

Seeds of Hope was founded in 1996 to help low income families in and around the city of Denver afford Catholic education for their children. One of the founders of Seeds of Hope was Sister LaVonne Guidoni, a religious sister of the Sisters of Charity of Leavenworth. She was well known as an educator and a tireless advocate for Catholic education. Sister LaVonne dedicated years of her life to raising millions of dollars so that any child with a desire to attend Catholic school could have that opportunity. Since its inception, Seeds of Hope has served more than 14,000 students with over $24 million in financial assistance, primarily in schools in the inner city of Denver.

Today, Seeds of Hope embraces new ways to assist with the goal of promoting accessibility and affordability of Catholic education among all families in the Archdiocese of Denver. It will expand its mission by serving all schools in the Archdiocese through coordinated development, fundraising, assessment of family financial need, tuition collection and disbursement of financial aid and tuition assistance. The goal of Seeds of Hope will be to help all Archdiocesan schools meet 100% of their operating costs through economies of scale and operational efficiencies.

Catholic Education in the Archdiocese of Denver

The educational ministry of the Archdiocese of Denver is comprised of 34 Catholic elementary schools and two Catholic high schools and is growing, with a new school scheduled to open in 2017. A new vision for the schools was created following a two–day Catholic Schools Symposium which took place in late 2015. This vision is designed to help the school system become one of the best in the country, while remaining authentically Catholic, academically excellent, and financially strong. Worthy of their name as Catholic schools, the Archdiocese of Denver Catholic schools are committed to be:

- On mission to form intentional disciples of Jesus Christ;
- Excellent in every way;
- Accessible to all; and
- Sustainable for the future.

The Catholic schools of the Archdiocese are positioned to deliver on the promise that their students will experience more complete development and unsurpassed academic and personal success through formation in the Catholic faith, a nurturing community, a reinforced family environment and a rigorous academic curriculum.
Seeds of Hope
Role of the Executive Director

The Executive Director of Seeds of Hope provides leadership to ensure the achievement of the organization’s mission to make the benefits of Catholic education accessible to all. The Executive Director works with the Board of Members and the Board of Trustees to set strategic direction while serving as the executive and administrative head of the organization.

Responsibilities:

- Work in partnership with the Boards in the design and implementation of strategic plans and organizational goals.
- Ensure the organization is in a strong financial position to offer mission-driven services to the schools and families served.
- Together with the Boards and the Catholic Foundation Alliance, develop and execute a comprehensive stewardship plan to build a culture of philanthropy among all constituents.
- Coordinate through the Catholic Foundation Alliance a plan for major gift solicitation and personally identify, cultivate and solicit major donations for financial and in-kind support.
- Collaborate with the Office of Catholic Schools in order to strengthen and make successful all Archdiocesan plans for the school system.
- Oversee the finances of the organization, including accounting for all funds that flow through its operations as well as financial aid, fundraising and scholarships that flow through the school system.
- Facilitate good relations with all constituencies by serving as the primary spokesperson for and representing the organization professionally in the community.
- Ensure the organization’s policies, programs and procedures are aligned with its mission and goals and in compliance with best practices and professional standards.
- Develop and manage relationships with third party vendors for the provision of financial aid and scholarship management systems and reporting.
- Hire, manage, develop and evaluate organization staff.
Seeds of Hope

Executive Director Qualifications

- Knowledge of Catholic educational institutions and systems and a demonstrated commitment to the mission of Catholic education.
- Entrepreneurial leader with skills to translate vision into effective action to advance the organization's mission.
- Extensive related work experience in a senior management capacity within a complex and multi-faceted organization.
- Demonstrated success cultivating, soliciting and securing large-scale philanthropic gifts.
- Exceptional interpersonal and communication skills in order to market and communicate effectively the values and mission of an educational institution and to establish strong and positive relationships, both internally and externally.
- Financial and business acumen, with knowledge of the operational aspects of business including finance and accounting, human resources, organizational development, marketing, information management and reporting, technology, and government and regulatory guidelines.
- Proven track record of working successfully with a Board of Trustees.
- Analytical decision-making and critical thinking skills; able to investigate and formulate recommendations and action plans.
- Hands-on manager with integrity and a desire to work in a dynamic, mission-driven environment.

- Management experience to effectively lead and motivate team members.
- A minimum of a Bachelor’s degree with a Master’s degree preferred.
- A candidate must be a fully initiated Catholic in the communion of the Catholic Church and intentionally living out the five precepts of the Church (CCC 2041-2043). A candidate must refrain from public promotion of, or the living out of, any conduct or lifestyle that would reflect discredit or disgrace on, or cause scandal in relationship to the Archdiocese of Denver, or considered to be in contradiction with Catholic doctrine or morals.

Salary and Benefits

Salary is competitive and commensurate with experience and qualifications.

Application Procedure

Interested and qualified candidates are asked to submit electronically a letter of introduction; a resume; and the names, addresses, telephone numbers and email addresses of five professional references to:

Seeds of Hope Search
Attn: Jennifer C. Kensel
csmoffice@cbservices.org

Review of applications will begin immediately and continue until February 28, 2017.