

Position Specification

Vice President for Advancement

Search Prospectus

2026

Belmont Abbey College (www.bac.edu) is accepting nominations and applications for the Vice President for Advancement position. The Vice President for Advancement is a pivotal leadership position as the College advances its mission-driven goals and positions itself as a national Catholic liberal arts institution committed to the education and formation of the minds, souls, and bodies of future leaders in the Catholic intellectual tradition.

Belmont Abbey COLLEGE

The College

1876-2025

Founded in 1876 by Benedictine monks, Belmont Abbey College finds its center in Jesus Christ. By his light, we grasp the true image and likeness of God which every human person is called to live out. We aim to renew that likeness in all dimensions of life for our students and members of our community through curricular and co-curricular programs of excellence and virtue based in the liberal arts as practiced in the Catholic and Benedictine intellectual traditions.

By excellence and virtue, we mean the skills, attitudes, and stable dispositions of character that make possible the consistent practice of the good throughout the full range of human pursuits (scholarly, professional, community, personal). Recognizing that each field has its own standards of excellence, we strive to achieve them, led by St. Benedict's desire "that in all things God may be glorified."

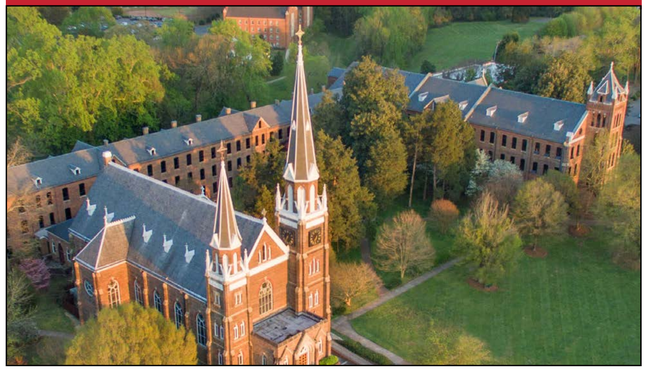
MISSION

Our mission is to educate students in the liberal arts and sciences so that in all things God may be glorified. In this endeavor, we are guided by the Catholic intellectual tradition, the Apostolic Constitution *Ex Corde Ecclesiae*, and the Benedictine spirit of prayer and learning. Exemplifying Benedictine hospitality, we welcome a diverse body of students and provide them with an education that will enable them to lead lives of integrity, to succeed professionally, to become responsible citizens, and to be a blessing to themselves and to others.

EX CORDE ECCLESIAE

Belmont Abbey College is faithful to the Catholic Church's document *Ex Corde Ecclesiae* written by Pope John Paul II in 1990. The Church has cultivated a concern for education from the beginning, as the Christian community sought to develop a more profound understanding of the Gospel message through its own experience and understanding of the world. The Church in the U.S. has the most highly developed system of Catholic higher education in the world. This system is unique in the Church, too, regarding the variety of systems of institutional governance and the relationships with the larger society. The most recent impetus for *Ex Corde Ecclesiae* was provided by Vatican II. In the "Declaration on Christian Education," the bishops of the council stated, "For her part, Holy Mother Church, in order to fulfill the mandate she received from her divine founder to announce the mystery of salvation to all people and to renew all things in Christ ... has therefore a part to play in the development and extension of education."

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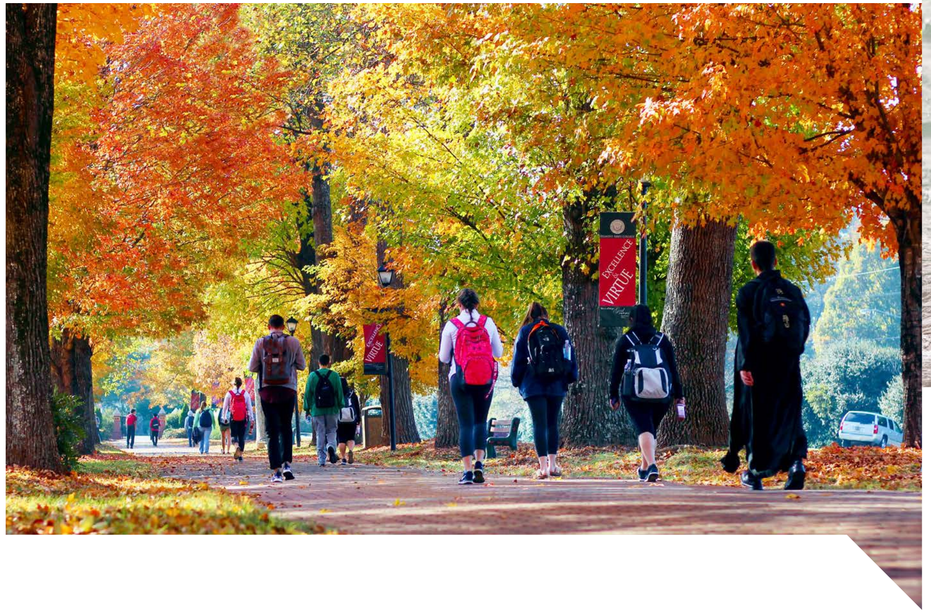
Location

In the heart of North Carolina's Piedmont, our beautiful campus lies fifteen minutes from thriving metropolitan Charlotte. Without sacrificing the stability and serenity of their Abbey home, then, students have easy access not only to Charlotte's museums, symphony, world-class theater, and restaurants but also to a host of professional sporting events: from Panthers or Hornets games to Football Club matches, NASCAR races, and minor league baseball and hockey. Proximity to Charlotte's robust financial industry and rapidly growing economy, moreover, means that Belmont Abbey students enjoy a matchless variety of internship opportunities.

Hiking in the Appalachian foothills, adventuring at the Whitewater Center, or exploring Belmont's Thursday farmer's market further broaden the range of local activities and enrichment, while our central location - just 2 hours from the mountains of Western NC and 3 ½ from the Eastern Carolina beaches - allows students to explore our beautiful state from end to end with little more than a day-trip afield.







The Academic Program

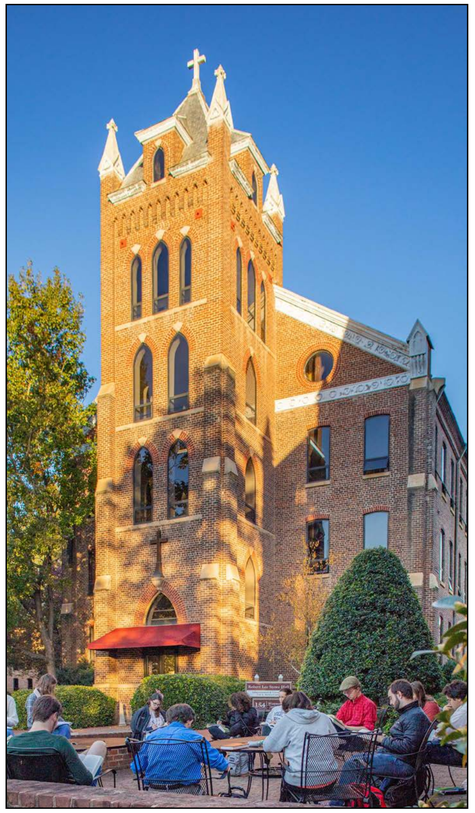
AN ESSENTIAL FOUNDATION

Through our liberal arts core, all Belmont Abbey undergraduates acquire an essential foundation on which to build not only a major course of study or a professional path but also an active understanding of how to embrace lives of excellence and virtue. Having begun their formation as well-rounded, ethical learners, effective communicators, and critical thinkers in these core classes, Abbey students then choose from dozens of undergraduate majors, minors, and pre-professional degrees: a continually expanding selection of programs to which our nationally recognized faculty bring the highest quality of instruction and expertise.

Premiere Scholarship programs include the Hintemeyer Catholic Leadership Scholarship, the Fr. Oetgen Theatre & Dance Scholarship, the St. Thomas More Civic Integrity Scholarship, and the Honors College Scholarship. Each program recognizes exceptional incoming students and offers enrichment and formation opportunities throughout their undergraduate experience.

The Honors College itself represents perhaps the most profound experience of Belmont Abbey's commitment to Benedictine liberal arts education. A Great Books program in the classical, Socratic tradition, the Honors College offers major and minor options that allow students to explore Truth, Goodness, and Beauty within the riches of the Western canon in seamless conjunction with any major across the available range.

Since 2023 Belmont Abbey has also established an expanding list of flexible, affordable, online graduate programs: with an MBA, a Master of Arts in Classical and Liberal Education, a Master of Science in Nursing Leadership, and master's degrees in Communications, Leadership, Data Analytics, Sport Management, and Motorsport Management.



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Learn. Seek. Thrive.

Faculty

Among Southern colleges, *U.S. News and World Report* ranked Belmont Abbey undergraduate teaching #1 in 2022 and #2 in 2025, recognizing our faculty's characteristic excellence and dedication. Over 70% of this faculty have terminal degrees, while all unite the utmost expertise in their fields with the authentic pursuit of Truth across their varied fields and disciplines.

Our exceptional faculty also include several alumni who have returned to Belmont Abbey on completing their doctoral studies, among them Dr. Joseph Wysocki '04, who now serves as Belmont Abbey's Provost, and Dr. Thomas Varacalli '11, who succeeded him as Dean of the Honors College. Dr. Christine Boor '11, recently named the Vilma György Pallos Endowed Chair in Classical Education, also directs the Abbey's new Master of Arts in Classical and Liberal Education.





Belmont Abbey COLLEGE RANKED #1 BEST COLLEGES U.S.News & WORLD REPORT UNDERGRADUATE TEACHING 2022-2023

Belmont Abbey COLLEGE RANKED #2 BEST COLLEGES U.S.News & WORLD REPORT UNDERGRADUATE TEACHING 2025

The Life on Campus



ENROLLMENT

Enrollment, which is currently over 1600, has continued to grow across the past several years, even during the COVID pandemic, when we remained open, seeking to maintain Benedictine stability amid the panic and uncertainty. In recent years we have regularly seen record enrollment, and with three new dorms built in the past five years, on-campus residency is also up by 65%. Continuing to grow and thrive as the Catholic College of the South, Belmont Abbey has continued to live its commitment to the spiritual and intellectual life of our community, our state, our region, and our country.

CAMPUS LIFE

Even beyond academics and athletics, campus life embraces a rich variety. From student-led clubs and organizations to school-sponsored celebrations, dances, talks, and events - and with countless spiritual opportunities, including Bible studies, daily Mass and Adoration, campus ministry socials and retreats, and participation in the monastic Hours, Belmont Abbey students choose from among a lively array of opportunities to thrive in body, mind, and soul.

Our chaplain, Fr. James Raber, O.S.B., is a visible campus presence and a profound blessing to our community: both sharing in campus life and ministering to it. In addition to cheering on the Crusaders at sporting events, holding regular office hours, and giving Theology on Tap lectures, Fr. James has added Confession and Mass times to the regular conventual schedule.

FACILITIES

As enrollment has grown and we have continued to establish new graduate and undergraduate programs, Belmont Abbey's campus facilities have likewise embraced the need for growth. The last five years alone have witnessed three new residence halls, a renovated and expanded dining hall, and new, state-of-the-art science labs, with plans for a Tennis Pavilion and Track and Field Complex in development and a new Visual and Performing Arts Center on the horizon. Last year we also welcomed CaroMont Hospital onto Abbey land, and we look forward to continuing a fruitful partnership between Abbey Nursing and CaroMont Health in ongoing service to Gaston County.

Athletics

With more than 30 teams, Belmont Abbey College is home to the seventh largest athletic program in the United States, measured by the sheer number, and not merely the proportion, of active student-athletes. More than half of Abbey students participate in sports, and a program-wide emphasis on Sport and Virtue means that our teams not only maintain a competitive presence in state and national championships but also regularly win Conference Carolina Messick Sportsmanship Awards. Coaches both demand and model the highest level of excellence and virtue: while training athletes to thrive under the particular demands of a chosen sport, Abbey coaches seek always form students in the servant leadership that will so profoundly impact their communities and their own lives long after graduation.

To match the size and health of our athletic programs, our athletic facilities have continued to grow as well: with expanded tennis courts and practice fields, the cross country team's Br. Paul Trail, and an upgraded Alumni Field for soccer, lacrosse, and field hockey. On the near horizon, we also look forward to a new tennis pavilion and a track and field facility with an artificial turf field.

Since 2002, Abbey Athletics teams have won 24 regular season Conference Carolinas championships, including:
Men's Lacrosse ('21, '22, '23), Women's Soccer ('08, '09, '10, '15), Rugby ('24), Men's Volleyball ('24), Women's Volleyball ('18, '19), Women's Basketball ('22, '23), and Men's Tennis ('22).

Since 2002, Abbey Athletics teams have won 41 Conference Carolinas tournament titles, including: Men's Basketball ('02, '03, '13, '21, '22), Men's & Women's Bowling ('24), Men's Tennis ('22, '23, '24), Men's Volleyball ('24), Women's Basketball ('02, '21), Rugby ('24), and Women's Golf ('07, '10, '11, '21).

Abbey Athletics teams also received the Conference Carolinas Messick Award for sportsmanship in '12, '13, '14, '17, '19, '21, '24
Abbey Athletics was awarded the Body, Mind, and Soul Dr. Alan Patterson Cup in 2023.





Alumni

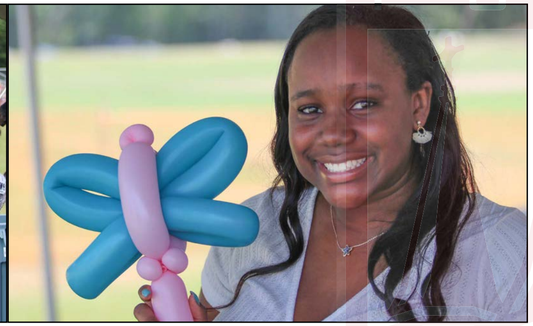


Belmont Abbey alumni continually excel across a wide variety of careers, fields, and industries: from business and finance to tech and marketing; from law and government service to medicine, research, and teaching. Our alumni are judges, congressmen, doctors, professors, military officers, priests and bishops, business executives, and much more:

Prominent alumnus Patrick McHenry ‘99 recently retired from a career as a U.S. Representative and has since accepted a position as Senior Advisor in an international financial advisory and asset management firm. Howard “Humpy” Wheeler ‘59 and Patti Wheeler ‘86 became pioneering forces in Motorsport promotion and broadcasting, respectively, and continue to transform the industry through their legacy in our Abbey Motorsport program. Within our own community, moreover, Dr. Joseph Wysocki ‘04 serves as Provost, while our Honors leadership and administration include three alumni who returned to the Abbey to offer their remarkable gifts to future students.







Finances & Governance

FINANCES

Belmont Abbey College has a strong community of faculty, staff, coaches, alumni, and students. Its donors have contributed over $97M over the past five years, including over $24M from the Southern Benedictine Society of North Carolina (SBS). With an operating budget of approximately $57M and endowment valued at roughly $14M, the College's leadership team remains focused on preparing for a constantly evolving external environment and changing market conditions and demands.

For 24-25, undergraduate tuition is tiered at $19,500 and $18,500, with a blended discount rate of approximately 36.4%. The College has low debt (under $15M), and annual audits of the College's financials continue to be "clean" with no material weaknesses or significant deficiencies. Primary revenue sources are tuition, auxiliaries, and contributions. For fiscal year 2024-2024, total giving is over $27 million, with over $8M of unrestricted donations from the SBS.

FINANCIAL AID & SCHOLARSHIPS

Belmont Abbey College is committed to private higher education of outstanding quality while also being one of the most reasonably priced colleges or universities in the country. Over 98% of full-time students receive some form of financial aid, whether merit scholarships, athletic grants, or need-based funding.

One of our primary strategies is providing our Premier Scholarship programs which enable to make our college more accessible while also providing a platform for formation for our students. We offer the Honors College defined by its Great Books curriculum, the Hintemeyer Catholic Leadership Award, the St. Thomas More Scholarship which focuses on a civic-minded education, and the Father John Oetgen Scholarship which highlights our performing arts.

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GOVERNANCE

College governance consists of a President, Executive Cabinet, and Board of Trustees. The President represents the College to external stakeholders and provides day-to-day leadership in implementation and operations, while the Cabinet members (Provost/Chief Academic Officer, Executive VP/Chief Financial Officer, VP of College Relations, and VP and Director of Athletics) offer more practical operational leadership in specific areas. The President answers to the Board of Trustees, which outlines strategic direction, ensures mission integrity, and exercises financial oversight.

This governance model integrates shared decision-making with appropriate levels of authority and oversight from the monastic community of Belmont Abbey, who founded and continue to sponsor the College. The abbot of Belmont Abbey is always the College Chancellor and part of the Board of Trustees, with other monks also serving as Board members.

Accreditation



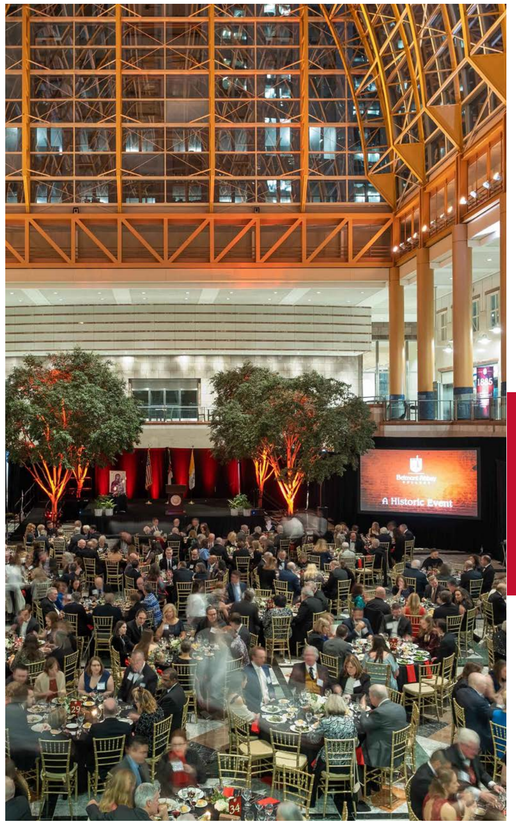
Belmont Abbey College is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award baccalaureate and master's degrees. Belmont Abbey College also may offer credentials such as certificates and diplomas at approved degree levels.

SOUTHERN ASSOCIATION OF COLLEGES AND SCHOOLS
ACCREDITED INSTITUTION
COMMISSION ON COLLEGES
SM

VETERANS

Our degrees are accepted by graduate and professional schools, and the school is designated by the state-approving agency as an institution qualified to offer training to veterans.

Made True



Made True is about Belmont Abbey College embracing the call and the responsibility to transform American culture, growing as a welcoming liberal arts stronghold, and restoring our culture, that humankind may thrive and rejoice in our world ***made true in the light of God's providence.***

While the campaign has indeed raised significant funds, most of these are in estate gifts and much of the remainder is restricted, leaving the college in great and ongoing need of unrestricted funds to defray operational expenses and ensure our future.

150 FOR 150

MADE TRUE

Since embarking on the Made True journey, we have been overwhelmed by the response. Thanks to extraordinarily generous benefactors, this journey has rapidly gained momentum, celebrating a legacy of Benedictine liberal arts education while embracing its most profound responsibilities and potential. Now, fortified with gratitude, we face the future, confident in the hope that the next 150 years will spread new and ever-greater blessings across this beautiful country.

The $100 million dollars already raised will impact our college for decades to come. This unprecedented support has:

- Transformed our science programs with new high-tech, state-of-the-art labs
- Laid foundations for future growth with an enlarged, upgraded dining hall
- Solidified our faithful, authentic voice with a new, permanent home for the Belmont House in Washington, D.C.
- Secured commitments that will grow our endowment fivefold and help secure the college's future
- Laid the foundation for a new performing arts center that will serve our college and our community.

The next step is now.

Now on the precipice of our 150th anniversary, we seek to continue this momentum and to ensure the future of Belmont Abbey College in perpetuity.

$150 Million for our 150th anniversary. 1876 - 2026

- Sustain excellence and virtue
- Revitalize society with young leaders
- Provide a new home for our beloved monks

MADETRUE.BAC.EDU

The Role

As a critical member of the Cabinet, the Vice President for Advancement will report directly to the newly appointed President, retired Lieutenant General, Dr. Jeffrey Talley (https://belmontabbeycollege.edu/about-us/college-leadership/dr-jeffrey-w-talley/), while collaborating closely with the Chief of Staff and other Cabinet leaders to help guide the College's strategic direction.

Responsible for leading, directing, and growing the College's fundraising plan, the VP for Advancement will serve as a trusted advisor to the President, in an effort to establish the College's vision for engagement and philanthropy. The Vice President for Advancement will be exceptional at building authentic relationships with donors, the broader College community, and local community leaders, fostering trust through transparent communication with the Board of Trustees, senior leadership, faculty, and staff. The Vice President for Advancement will manage a robust portfolio and a dynamic advancement team to ensure the immediate growth and long-term sustainability of the College.



Priorities

RESPONSIBILITIES OF THIS ESSENTIAL ROLE

THE VICE PRESIDENT FOR ADVANCEMENT WILL OVERSEE THE FOLLOWING ESSENTIAL FUNCTIONS:

- Grow fundraising and donor engagement through portfolio management of major gift prospects, current and past parents, alumni, and friends of the College.
- Help to position the institution to grow its reputation to be the Catholic College of choice in the southeast.
- Lead the planning and execution of special campaigns, targeted fundraising initiatives, and the Capital Campaign.
- Develop and execute innovative, data informed strategies to grow unrestricted giving and deepen donor engagement.
- Partner with both the President and the Chancellor on major gift solicitations and Board engagements.
- Plan and execute donor strategies, including identification, cultivation, solicitation, and stewardship.
- Be a strong marketer who will build community engagement with a visible and enthusiastic presence at all Belmont Abbey College community and key events.
- Value and strengthen relationships with alumni through significant improvements in Belmont Abbey College's Alumni Association's programming, events, communications, and outreach to engage and re-engage alumni.
- Develop meaningful engagement opportunities for current and past families, alumni, and community members, fostering a strong culture of philanthropy rooted in the College's mission and legacy.
- Supervise and support a team of advancement professionals through mentorship, guidance, and performance feedback to ensure professional growth and exceptional performance.
- Describe to donors that the Made True campaign has raised money mostly in estate gifts and restricted funds – explain clearly the need for unrestricted dollars.
- Work collaboratively internally, across the campus to all departments, as well as with external stakeholders.
- Develop and implement a strategic advancement plan ensuring alignment of philanthropic strategies with institutional priorities and mission.
- Advise the President, Cabinet, and other senior leadership, and represent advancement affairs to the Board of Trustees in a timely, comprehensive, and coherent manner.
- Implement efficient advancement software to ensure accurate and timely donor records, prospect tracking, and reporting.
- Monitor fundraising performance and provide regular updates to senior leadership, Board of Trustees, and other stakeholders.
- Leverage the upcoming 150th Anniversary.
- Build on the growth in graduate programs as well as the Washington Program to draw in prospective donors.

Qualifications

The ideal candidate will have a track record of impactful and sustained success, a strategic ambition that creates results, and a compassionate mindset with a student-centered approach that reflects Catholic mission and values. S/he will be a strategic and collaborative executive leader with expertise in fundraising and major gift work, possessing the presence and credibility to engage effectively with Trustees and stakeholders, the emotional intelligence to build a culture of partnership, and the vision to align institutional mission and priorities with philanthropic acumen.

REQUIREMENTS

- a minimum of 10 years of progressive experience in development including a proven track record in annual fund giving, major gift solicitation, and capital campaign management
- extensive administration and leadership experience, ideally at the senior level in higher education or the nonprofit sector
- a master's degree (business administration, marketing, finance, or related field preferred)
- proficiency in advancement services, donor data systems, and strategic financial stewardship
- dynamic ability to promote the College's mission and identity across multiple settings, from major donor events to one-on-one donor visits
- must be a practicing Catholic, demonstrating a life consistent with Church teachings
- must uphold the teachings of the Catholic Church with specific attention to the Catholic intellectual tradition, Apostolic Constitution Ex Corde Ecclesiae, and the Benedictine spirit of prayer and learning
- must serve as a visible Christian leader both on and off campus, providing personal witness to the Gospel through professional conduct



- must have excellent interpersonal and relationship building skills with donors, volunteers, and colleagues, with the highest degree of integrity, discretion, and professionalism.
- CFRE certification is preferred

In addition, candidates must wholeheartedly embrace the mission of the College to educate students in the liberal arts and sciences so that in all things God may be glorified. The incumbent will consistently demonstrate skills, attitudes, and stable disposition of character to support our Catholic and Benedictine identity while fostering the development of mind, body, and spirit in our students, our staff and the greater community. Finally, candidates must have a sincere appreciation and acceptance of our Catholic approach to education and an understanding of Pope Saint John Paul II's *Ex Corde Ecclesiae.*

BELMONT ABBEY COLLEGE

is being assisted by the partners of Hyatt-Fennell, Executive Search

Nominations and application materials should be submitted to:
BACVPA@Hyatt-Fennell.com.

Applications include the following, submitted in separate documents: A focused cover letter, current resume, and contact information for five professional references (name, contact information, current role, and relationship with candidate)

Nominations should include the name of nominee and current contact information

All applications and nominations will be considered highly confidential.

Applications will be reviewed as they are received.

Hyatt-Fennell
EXECUTIVE SEARCH Plus

For more information contact
Cheryl Hyatt or Robert Head
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www.Hyatt-Fennell.com

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