



**DIOCESE OF
NASHVILLE**

Nashville, Tennessee

**Chief Advancement Officer &
Executive Director, Catholic Legacy Foundation**

Search Prospectus



**~126,000
CATHOLICS**



EST. 1837



19 SCHOOLS



61 CHURCHES



38 SEMINARIANS



**38 COUNTIES
~116,000 MI**



109 PRIESTS

Living and Proclaiming the Good News of Jesus Christ, Welcoming All!



Overview

The Diocese of Nashville serves the Catholic faithful through worship, education, ministry, and charitable outreach. Established in 1837, the Diocese of Nashville spans 38 counties in Middle Tennessee and is committed to proclaiming the Gospel, supporting families, educating future generations, and serving those in need.

In recent years, the diocese has seen generational development and growth. Catholic World Report ranked the diocese as the “most fruitful” in the United States, driven by infant baptism rates and complemented by equally impressive counts in Catholic weddings, seminarian enrollment, and non-infant reception into the Church.

To meet the needs of the diocese, Bishop J. Mark Spalding has placed an emphasis on intentional advancement efforts. During his eight-year episcopacy in the Diocese of Nashville, Bishop Spalding has shepherded:

- A successful A Legacy of Faith, Hope, and Love Capital Campaign, which raised more than \$51.6 million;

- The establishment of three churches, including Mother Teresa Church in Nolensville and St. Peter the Apostle Church in Carthage, both in 2021, and Overton County Catholic Community in Livingston in 2025
- The construction and opening of St. Michael Academy in Nolensville in 2024
- The elevation of Sagrado Corazón de Jesús Church to an official parish of the diocese in 2024
- The construction and opening of the 23,000-square-foot Unity Hall at the Catholic Pastoral Center in 2024.





About the Bishop

Most Reverend J. Mark Spalding was appointed Bishop of the Diocese of Nashville by Pope Francis in November 2017, and installed as the 12th Bishop of Nashville in February 2018 by Archbishop Joseph Edward Kurtz of Louisville, Kentucky.

Bishop Spalding began his priestly ministry when he was ordained a priest for the Archdiocese of Louisville on Aug. 3, 1991, by then Archbishop Thomas C. Kelly, O.P., at the Basilica of St. Joseph Proto-Cathedral in Bardstown, Kentucky. After his presbyteral ordination, Bishop Spalding continued his graduate studies at Louvain, earning his Licentiate in Canon Law in 1992. He returned to the Archdiocese of Louisville in 1992 and served as associate pastor of the Basilica of St. Joseph Proto-Cathedral from 1992 to 1996. He was appointed part-time judge for the Metropolitan Tribunal in 1993, Adjutant Judicial Vicar in 1995, and Judicial Vicar and Director of the Metropolitan Tribunal from 1998 to 2011.

From 1996 to 1998, Bishop Spalding was associate pastor of St. Augustine Church in Lebanon, Kentucky, and from 1998 to 1999, he served as a part-time associate pastor at St. Margaret Mary Church in Louisville. While continuing to serve as Judicial Vicar, Bishop Spalding was appointed pastor of Immaculate Conception Church in La Grange, Kentucky. Appointed Vicar General by Archbishop Joseph Kurtz in 2011, Bishop Spalding was also named pastor of Holy Trinity Church in Louisville that year. In 2016, Bishop Spalding was appointed pastor of Holy Name Church while continuing as pastor of Holy Trinity Church.

During his more than 26 years of priestly service in the Archdiocese of Louisville, Bishop Spalding served on the College of Consultors, the Priests' Council, the Archdiocesan Planning Commission, the Development Council for the Archdiocese, and the Catholic Services Appeal Pastors' Committee. His other assignments included serving as presbyteral moderator at two parishes as well as filling the role as priest-chaplain at Bethlehem High School from 1992 to 1996 and at Sacred Heart Academy in Louisville from 2011 to 2017.

Position Overview

Reports to: Greg Pope, Chief Administrative Officer. Works in close collaboration with Most Reverend J. Mark Spalding, Bishop of Nashville

Location: Nashville, Tennessee

Scope: Diocese of Nashville and Middle Tennessee

The Diocese of Nashville seeks an accomplished, mission-driven advancement executive to serve as its next Chief Advancement Officer and Executive Director of the Catholic Legacy Foundation. This is a singular opportunity to lead philanthropy for one of the nation's growing and thriving Catholic dioceses. The Diocese of Nashville serves a vibrant Catholic community across Middle Tennessee, and such growth requires an equally strong commitment to excellence in advancement efforts.

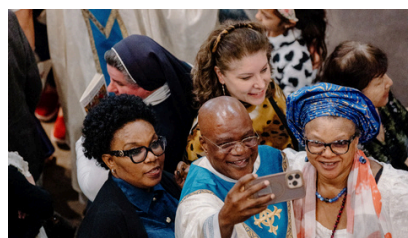
The Chief Advancement Officer will translate an inspiring Catholic mission into a sophisticated, integrated, and ambitious culture of philanthropy. The Chief Advancement Officer and Executive Director of the Catholic Legacy Foundation will be responsible not simply for raising funds, but for building relationships and trust with strategic donors, developing a high-performing advancement organization, and helping Middle Tennessee Catholics embrace philanthropy as a core expression of participation in the mission of the Church.

Essential Duties & Responsibilities

Reporting to Greg Pope, Chief Administrative Officer, and working collaboratively with Bishop J. Mark Spalding, the Chief Advancement Officer will be the strategic lead for the Diocese's comprehensive development program, including annual giving, major gifts, planned and estate giving, donor stewardship, campaigns, and other philanthropic initiatives. As Executive Director of the Catholic Legacy Foundation, the successful candidate will also work with the Foundation's board, donors, pastors, professional advisors, and diocesan leadership to expand awareness of legacy giving and build resources capable of sustaining Catholic ministries for generations to come.

The role of Chief Advancement Officer will place a premium on building strong, trusting relationships within and outside of the organization. This leader must be an experienced major gifts professional, comfortable discussing the mission of the Church with a donor. They will be personally involved in identifying, cultivating, soliciting, and stewarding major donors to develop revenue growth for the diocese.

Across the diocese, the Chief Advancement Officer will be a collaborator, from developing strategy with the Bishop and senior leadership, to engaging pastors around parish priorities, to working with boards on governance and growth. The position also oversees a growing advancement staff and will take ownership of training, development, and career opportunities.



Primary Responsibilities

Partnership with the Bishop and Diocesan Leadership: serve as a trusted advisor to Bishop and pastors and work closely with diocesan leadership to ensure that fundraising priorities are grounded in genuine ministry needs.

Major Gifts: establish a disciplined process for identifying, qualifying, cultivating, soliciting, and stewarding individuals and families with the capacity and desire to make significant investments in the mission of the Diocese. Personally manage relationships with a portfolio of significant donors and prospects while ensuring that members of the advancement team maintain appropriately sized portfolios with clear strategies and measurable activity expectations.

Seminarian Education and Vocations: communicate the story of vocations in Middle Tennessee and broaden the community of benefactors committed to supporting the education and formation of future priests.

Annual Giving: strengthen the Annual Appeal's strategy, evaluate performance across multiple standards and metrics, and bring rigorous analysis to the Appeal, establishing appropriate benchmarks and using data to understand holistic performance.

Planned Giving and the Catholic Legacy: lead an organization with nearly \$50 million under management and significant potential for future growth. Work closely with the board to establish strategy, strengthen governance, expand awareness, cultivate prospective legacy donors, and increase both current and future assets.

Additional Responsibilities:

- Partnership with Pastors and Parishes
- Advancement Operations, Analytics, and Accountability
- Team Leadership
- Communications





Professional & Personal Qualifications

The Diocese seeks an experienced advancement leader with a demonstrated record of building relationships, leading teams, and achieving meaningful fundraising growth. Candidates should bring substantial experience in fundraising, advancement, development, or a closely related field, including meaningful leadership responsibility. Top candidates will bring a proven track record for growth, with an emphasis on success in mission-critical strategic funding projects.

Required:

- A personal commitment to the Catholic faith and the mission of the Church.
- Bachelor's degree, preferably in business or marketing.
- Minimum of 10 years of experience in fundraising, advancement, and/or donor development, with proven success in major gift and high net-worth donor projects.
- 5+ years of management experience, recruiting, managing, developing, and holding advancement professionals accountable for results.
- Strong knowledge of annual giving, major gifts, donor stewardship, campaigns, and development operations.
- Knowledge of planned and estate giving, or the ability to lead experienced professionals and advisors in this area.

Preferred:

- Experience in Catholic institutions, higher education, healthcare, independent schools, working with clergy, pastors, and/or bishops.
- Experience working in complex, "matrixed" reporting structures with collaborative projects.
- Board governance experience.
- Advanced degree and/or CFRE credentials.

Travel Requirements: Travel will be regional to Middle TN to participate in donor and diocesan activities, at times outside of traditional business hours.

Leadership Characteristics

Relational: enjoys people, listens well, remembers what matters to donors, and builds relationships over years rather than around individual transactions.

Strategic: sees the larger opportunity, establishes priorities, allocates resources, and translates vision into an executable plan.

Disciplined: embraces goals, metrics, portfolios, moves management, forecasts, and accountability.

Collaborative: understands how to lead through influence and can work effectively with a Bishop, priests, lay leaders, boards, donors, professional advisors, ministry leaders, and staff.

Entrepreneurial: pursues possibility, builds upon momentum, and is energized by the opportunity to create new approaches and expand the reach of an already successful advancement program.

Humble and Confident: possesses the confidence necessary to engage highly accomplished individuals.

A Developer of People: creates an environment in which talented advancement professionals can grow, succeed, and understand how their work contributes to the Church.





About the Area

Nashville sits as an epicenter of growth and change in the American Southeast. It is the 20th-most populous city in the United States and fourth-most populous city in the Southeast; the broader metropolitan area, with over 2.15 million people, is the 35th-largest metropolitan area in the country. Nashville is also unique, in that it has a consolidated city-county government, which is composed of six smaller municipalities in a two-tier system.

Middle Tennessee is experiencing remarkable growth, and the Catholic Church is participating fully in that vitality. The Diocese of Nashville has a compelling story to tell: growing communities of faith, strong ministries, extraordinary vocational momentum, generous parishioners, and a Bishop committed to advancing the mission of the Church. With nearly 40 active seminarians, a growing Bishop's Annual Appeal for Ministries, expanding philanthropic opportunities, and almost \$50 million already under management through the Catholic Legacy Foundation, the foundation for the next era of Catholic philanthropy in Middle Tennessee is firmly in place.



Application Procedure

To apply, please submit the following materials in a single PDF attachment. Name the file attachment using the following template: LAST NAME, NASHVILLE, CAO

- Cover letter that aligns your experiences and skills with the diocese's current needs as you understand them.
- Current resume with all appropriate dates included.
- Statement of Catholic leadership philosophy.
- List of five references with names, physical addresses, phone numbers, and email addresses. (No references will be contacted without your knowledge and approval.)

Application Deadline: October 31, 2026

 [APPLY NOW](#)

Should your background and experience align with the needs of the position, a member of our team will reach out to you regarding next steps.



Interested in this opportunity? Contact:

Evan Wescott, Partner

ewescott@partnersinmission.com

Partners in Mission

(215) 495-7941

partnersinmission.com/search-and-recruitment