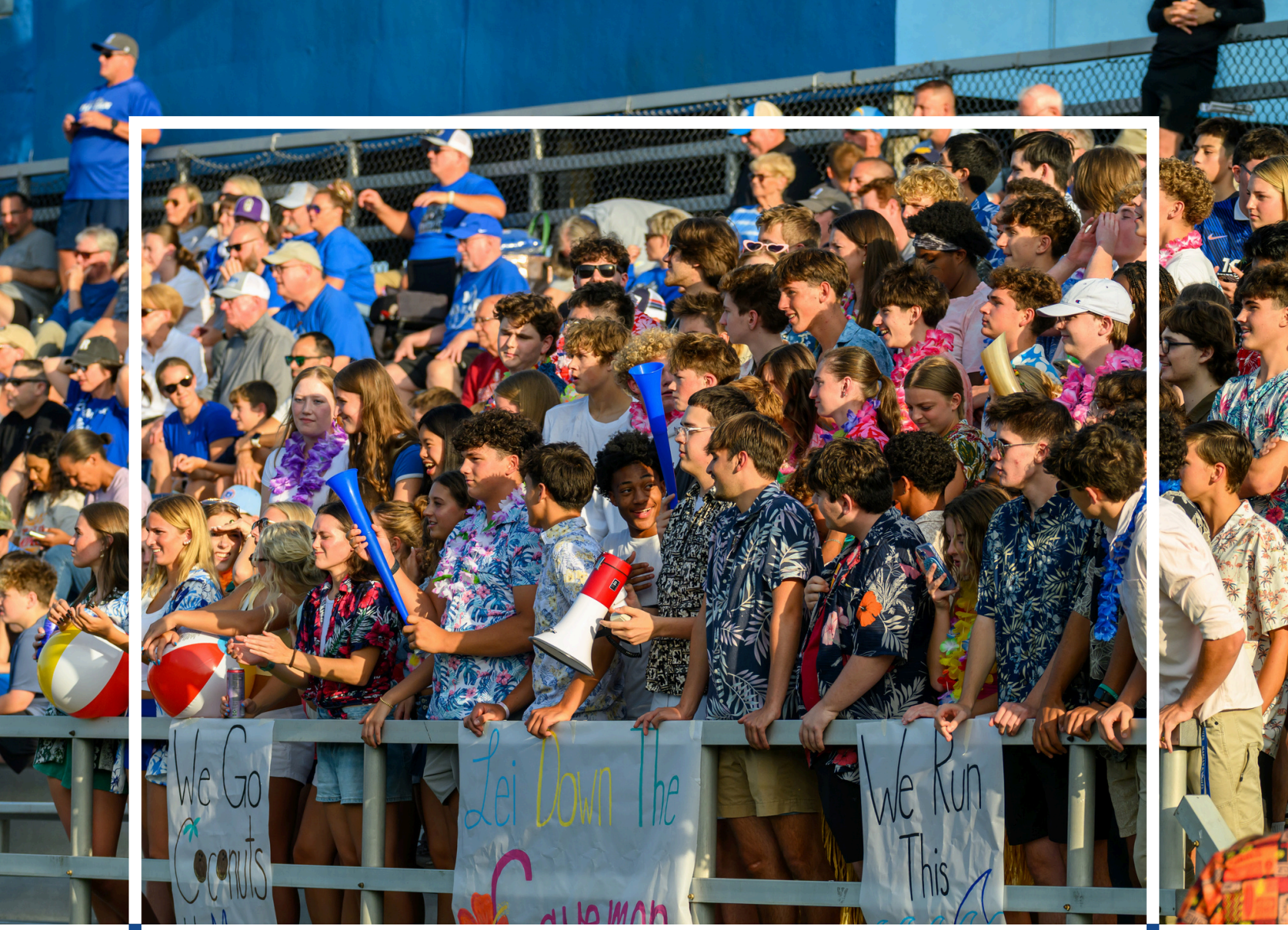


MARIAN HIGH SCHOOL

LEARN. SERVE. LEAD.

Mishawaka, Indiana

Director of Advancement

Search Prospectus

January 2027

Partners in Mission



814
STUDENTS

15:1 STUDENT-TO-
FACULTY RATIO

SINCE
1964

18 AP CLASSES
54 DUAL CREDIT

$200K ANNUAL
FUND

$20M+ SCHOLARSHIPS
CLASS OF 2026

LAUNCHING $17M
CAPITAL CAMPAIGN

30% FACULTY W/
ADVANCED DEGREES

9,000 ALUMNI
NETWORK

100% GRADUATION
RATE

40+ STUDENT
CLUBS

72 CAMPUS
ACRES



About Marian High School

Marian High School is a faithful and faith-filled coeducational Catholic college preparatory high school of the Diocese of Fort Wayne–South Bend, inspired by the witness of the Sisters of Saint Francis of Perpetual Adoration. Its patroness, Our Lady of Lourdes, guides and teaches the community, as she did for Bernadette in her apparitions, that every life holds value and beauty.

On September 8, 1964, Marian opened its doors, marking the beginning of Catholic secondary education in Mishawaka. Under the direction of the Diocese, more than two years of planning and construction preceded the arrival of the first freshman class of 131 boys and 108 girls, taught by twelve faculty members. In the more than 60 years since, Marian's faculty and staff have served over 9,000 students from Mishawaka, South Bend, Granger, Goshen, Elkhart, Plymouth and beyond.



Today the school enrolls more than 800 students on a 72-acre campus, with more than 100 faculty and staff.

Marian High School is a close-knit community where every student is welcomed and included, and its smaller size allows the school to value each student's unique gifts and talents. Long after their four years have concluded, Marian graduates continue to Learn with humility, Serve with compassion and Lead with integrity.



Mission Statement

Marian High School challenges students to spiritual and moral growth, academic and physical excellence, and social maturity. As a Catholic community, Marian values the sanctity and individuality of each student and strives to live the example of Jesus Christ as teacher and servant.

Vision

Marian High School will thrive as a Catholic high school, a faith-filled community with a strong college preparatory curriculum, while meeting the needs of the students. Marian will prepare students for lifelong learning while fostering personal integrity and critical thinking. Marian will empower students to serve and to lead the Church, the local, and the global community.

Catholic Identity and Faith Life

Spiritual life is at the heart of Marian High School. Daily prayer, school liturgies, retreats, religious symbols and an atmosphere of respect are all important components of the school's Catholic identity, and every student completes a four-year program of Theology classes.
Mass is celebrated in the chapel every Wednesday, and the entire Marian community gathers for Mass twice a month and on Holy Days of Obligation. The Sacrament of Reconciliation is offered regularly, and the Blessed Sacrament is exposed for Adoration in the chapel twice a month. The school day opens with morning prayer, pauses for the Angelus and Grace before lunch, and closes with prayer. The Pastoral Ministry Team includes two chaplains, and each class takes part in its own retreat, from the Freshman Retreat in the fall to the Senior Retreat in the spring.

Community Engagement

Service is part of the curriculum at Marian. Every student completes an annual service requirement, reflecting on the experience and integrating it with classroom learning. Student organizations with service at their core include Campus Ministry Leaders, the Vincentians, National Honor Society and Knights For Life, and immersion experiences bring students into direct contact with people on the margins of society.

Knight Service Day, begun in 2014 as part of Marian's 50th anniversary, is a celebration in which the Marian family gives back to the local community. Every student, faculty and staff member, joined by parent volunteers and alumni, donates a day of service at more than 50 not-for-profit agencies, parishes and schools in the Michiana area. The Advancement Office helps coordinate the day together with the school's Pastoral Minister.

The Marian community is a family, and connections between alumni and current students are an important part of the Marian experience. Graduates are encouraged to return to share the paths they have taken since graduation. Tuition assistance and scholarships are made possible by the generosity of Marian's donors, including memorial and endowed scholarships established by alumni and friends of the school.



Academics

Marian is a regional leader in dual credit and Advanced Placement coursework, offering 54 dual credit and 18 AP courses. In the Class of 2026, 98% of graduates earned dual credits and 88 graduates earned 30 or more. The class as a whole earned 5,414 college credits and more than $20 million in scholarships. Marian has a 100% graduation rate, and 84% of graduates earn Academic Honors Diplomas.

Advanced Research courses allow students to work with local professors on college and university campuses, investigating real-world problems through scientific study. Marian partners annually with the University of Notre Dame's QuarkNet Laboratory, where students and professors conduct research for CERN's Large Hadron Collider. Students have earned 101 science and research awards in the 2025-2026 school year.

Other distinctive programs include Project Lead The Way computer science, adopted in 2016; Startup Moxie, a dual credit entrepreneurship program for high school students in St. Joseph County; the Learning Strategies Center; and the Bernadette Scholars Program, which provides a Catholic educational experience for students with special needs and is named for Bernadette, to whom Our Lady appeared at Lourdes.



Extracurricular

Marian offers more than 40 student clubs and organizations, among them Student Council, Mock Trial, Quiz Bowl, Science Olympiad, the Latino Student Alliance, world language clubs, the journalism club The Lance and Yearbook.

The Fine Arts Department gives students many opportunities in both the visual and performing arts. Art courses range from drawing and sculpture to photography and digital design, and students have earned 135 Scholastic Art and Writing Awards in 2026. The performing arts include choir, theater and instrumental music, with a school play twice a year and a talent show each spring.

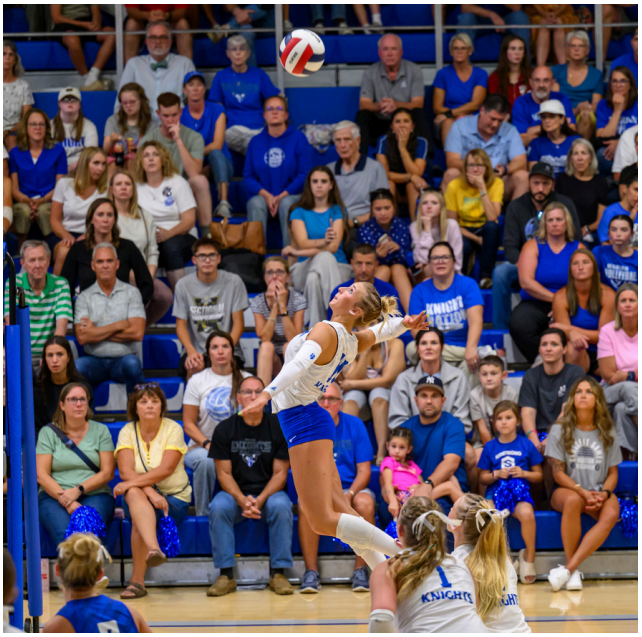


Athletics

Marian's teams compete as the Knights in royal, silver and white. The athletics program is an important vehicle for teaching life lessons that transcend the classroom: how to make a commitment, to put team before self and to sacrifice for a common objective. Sports hosted on the main campus and at the Baranay Athletic Complex on the east campus include baseball, basketball, football, lacrosse, rugby, soccer, softball, tennis, track and volleyball.

In the past four years, Marian has won 11 sectional, 8 regional, 5 semi-state, 1 state and 8 conference championships, and 13 members of the Class of 2025 signed to compete in college athletics.







Job Overview

Marian High School, a faithful and faith-filled coeducational Catholic High School of the Diocese of Fort Wayne South Bend, inspired by the witness of the Sisters of Saint Francis of Perpetual Adoration, is seeking a Director of Advancement to lead a new generation of giving in service to the school and its future.

Reporting directly to the Principal, the Director serves as the top strategic leader for philanthropic initiatives and community outreach efforts at Marian. The successful individual will oversee a committed team that includes a development services specialist, a director of alumni affairs, and a director of major giving.

This role will oversee fundraising, alumni engagement, major donor development, and donor stewardship. As a key member of the School's leadership team, the Director supports and advances the School's Catholic educational mission and vision as well as the Marian Way.

Strategic Leadership

In partnership with the Principal, the Advisory Board and committees as established, the Director will provide leadership, strategy and implementation for an emerging capital campaign, while building a more strategic, disciplined and relationship-driven advancement program. The Director will work closely with the Principal, the School Advancement Committee, outside consultants and internal stakeholders, and will partner proactively with the marketing and communications team.

The next Director will understand advancement as an extension of the school's mission, engaging alumni, families and donors in supporting the formation of Marian students, and will bring structure, accountability and clear goals to the advancement function.



Essential Duties & Responsibilities

- Develop and execute strategic fundraising initiatives, including the annual fund, capital campaigns, planned giving, grant writing, and major gifts, ensuring alignment with the School's long-term goals.
- In partnership with the Principal and committees as established or as may be established, provide leadership, strategy and implementation for an emerging capital campaign.
- Cultivate and steward relationships with alumni, parents, donors, corporations, foundations and community partners to enhance philanthropic support.
- Collaborate with the Principal and Advisory Board to shape fundraising strategy and drive donor engagement.
- Provide strategic leadership and mentorship to a philanthropy & engagement team, fostering a culture of collaboration, professional development, and high performance.
- Oversee donor stewardship, ensuring personalized engagement plans that recognize and cultivate major donors and long-term supporters.
- Utilize donor analytics, financial data, and industry best practices to improve fundraising effectiveness and donor retention.
- With support of the advancement team, lead the planning, execution, and evaluation of key fundraising campaigns, schedules, events, and alumni/donor recognition programs.
- Collaborate with the marketing & communications team to craft impactful messaging and outreach strategies that align with office goals and maintain a strong, cohesive brand identity.
- Manage the philanthropy & engagement office budget, ensuring efficient allocation of resources and alignment with financial objectives.
- Prepare and present regular reports to the Principal and advisory board on fundraising progress, donor engagement and strategic initiatives.
- Engage and support board members and volunteers in their fundraising efforts, providing guidance and training to maximize their impact.
- Lead & supervise a team that includes three to five individuals responsible for advancement services, alumni engagement, annual fund development/operation/execution, community engagement/events, and major giving.



Professional & Personal Qualifications

The Director of Advancement must be a practicing Catholic who is committed to Catholic education and comfortable speaking authentically about faith and Marian's mission. The successful candidate will also bring:

- Bachelor's degree required, advanced degree preferred
- Successful experience in fundraising, institutional advancement, or a related field, preferably within an educational or faith-based institution.
- Proven ability to build relationships with donors, cultivate major gifts, and execute successful fundraising campaigns.
- Experience with capital campaigns is preferred.
- Strong leadership and interpersonal skills.
- Experience overseeing advancement professionals preferred.
- Exceptional written and verbal communication skills, with the ability to articulate the School's mission and vision in a way that is both persuasive and consistent with the Marian Way.
- Experience with CRM operation and utilization.
- A high level of energy, enthusiasm, and the ability to engage and inspire stakeholders at all levels.

The ideal candidate will be:

- A strategic, big-picture thinker who is also organized, disciplined, persistent and results-oriented.
- Highly relational, community-minded when instituting change, and comfortable engaging diverse constituencies.
- An effective storyteller and communicator.
- Mission-focused and financially sophisticated.
- A collaborative team player who is able to coach and develop staff.
- Creative and open-minded.
- Authentic, humble and down-to-earth.





Opportunities for the Director of Advancement

- Alumni engagement: Develop stronger relationships with Marian's graduates, identify prospective donors, highlight alumni stories and create meaningful opportunities for alumni to reconnect and give back.
- A broader base of giving: Reduce reliance on event-based fundraising and build a stronger pipeline of annual, major, planned and campaign gifts, along with endowment growth.
- A compelling case for support: Help Marian articulate an ambitious case for support around the school's future. Potential priorities include campus improvements, teaching spaces, Catholic identity initiatives, athletics, the chapel and grotto, and distinctive student programs.
- An emerging capital campaign: Mobilize fundraising that meets the needs of the school while honoring the legacy of relationships that make Marian special to current and former students and staff.
- A stronger advancement operation: Clarify responsibilities, develop staff, set clear goals and measure progress against them.
- A growing and diverse community: Communicate the value of Catholic education to longtime Marian families and to new families from a range of backgrounds.

About the Area

Marian High School is located in Mishawaka, in northern Indiana, within the Diocese of Fort Wayne–South Bend. The school serves families from across the Michiana area, including Mishawaka, South Bend, Granger, Goshen, Elkhart and Plymouth.

The area offers many ways to live the Catholic faith beyond the school day. Marian students conduct research with the University of Notre Dame, attend Notre Dame Vision retreats in the summer, join a Service Immersion Week held in conjunction with Holy Cross College, and take part in discernment retreats with the Sisters of St. Francis of Perpetual Adoration, diocesan youth ministry events and parish youth ministries. Local service partners include the Center for the Homeless and Our Lady of the Road Catholic Worker Center.

Application Procedure

The Search Committee is on an accelerated timeline to identify and secure Marian High School's next Director of Advancement. All inquiries and applications will be treated with the highest degree of confidentiality and with the greatest respect. Candidates are expected to be available to assume the responsibilities of the position in January 2027. The application deadline is November 15, 2026.

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

- Cover letter that aligns your experiences and skills with the school's current needs as you understand them.
- Current resume with all appropriate dates included.
- Statement of Catholic educational 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.)

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.

Partners in Mission

Interested in this opportunity? Contact:

Evan Wescott, Partner
ewescott@partnersinmission.com
Partners in Mission
(215) 495-7941
partnersinmission.com/search-and-recruitment