



Dallas, Texas

Chief Philanthropy Officer

The Organization

Lumin Education is a nonprofit organization and charter school and Early Head Start operator in metropolitan Dallas, founded in 1978 by a group of committed parents and teachers determined to provide transformative childhood education for low-income students. Lumin's core belief is that all children, regardless of race or income, can succeed both in school and in life when education is begun at an early age accompanied



by a high degree of parental involvement. The organization is guided by the Montessori philosophy of education, and classrooms are designed to inspire children to take initiative and make independent choices as they participate in hands-on experiences and create their own paths to learning. Lumin offers parent education and toddler classrooms beginning with pregnancy through age three; primary multi-age classes for children ages three through five; and elementary classrooms for

students ages six through nine. At all levels, in keeping with the Montessori tradition, the classroom environment fosters a natural curiosity and yearning to learn, and sets a foundation for kind and respectful relationships and behavior for years to come.

Lumin Education had its beginnings educating a single class of eight students in a donated space in East Dallas near Fair Park. Over the past 42 years, the organization has grown and flourished, and now consists of three separate campuses serving more than 600 children, 70 percent of whom come from families experiencing poverty. The three locations are:

Lumin East Dallas Community School – The organization's original site, this campus is now a charter school that provides on-site Montessori education for students ages three through nine and a home visiting parent education program for those from pregnancy through age three.

LUMIN EDUCATION
Chief Philanthropy Officer

Lumin Lindsley Park Community School – This campus opened in 1999 as Texas’ first Montessori charter school, offering a free public Montessori education to children from preschool through third grade.

Lumin Bachman Lake Community School – The result of another expansion in 2009, this campus provides toddler classrooms in a Montessori setting for 18 months to age three and parent education from pregnancy through age five, primarily funded by Early Head Start and private donations.

MISSION:

To transform education by starting young, involving parents, and creating learning environments to inspire children from diverse cultural and economic background.

VISION:

As we transform education, we transform communities by creating outstanding schools that empower, enrich, and support children and families.

Guided by its core principles, Lumin has a history of success and impressive results. Tracking former students over the past four decades reveals a 96 percent high school graduation rate, with 89 percent of that population later attending college. Plans for the future include strengthening the organization’s already excellent program; scaling Lumin’s efforts both internally and externally to maximize impact; and promoting the organization in the broader community to increase awareness of the critical importance of early childhood education. Through its parent education and daily classroom programs, Lumin Education seeks to transform communities and to empower, enrich, and support inner-city children and their families.

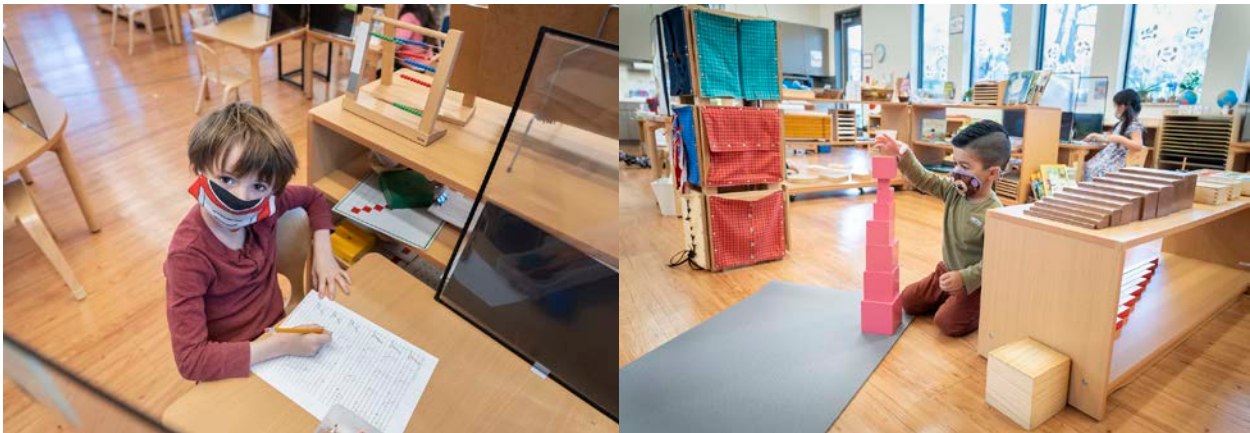
The Opportunity

Lumin Education’s current Chief Philanthropy Officer, Tricia Barnett Monfrey, is retiring after a successful five-year career with the organization. During her tenure, the focus has been on implementing best fundraising practices and instilling a culture of philanthropy across the organization while overseeing both annual and major gift acquisition growth. Among those activities implemented were creating donor giving societies; expanding



LUMIN EDUCATION
Chief Philanthropy Officer

Lumin's communications and revamping its website; building an on-line social media presence and launching on-line giving; and actively recruiting a cadre of new members to the Board of Sponsors. The new Chief Philanthropy Officer will be tasked with expanding the donor base, intensifying efforts to secure major gifts, stewarding existing relationships with current donors and cultivating new ones, and helping the organization to identify additional revenue streams to enable future growth.



Responsibilities

Reporting to the Executive Director, the Chief Philanthropy Officer (CPO) will be responsible for the overall management of Lumin Education's fundraising and communication activities. He or she will be a member of Lumin's Leadership Team and will engage in ongoing strategic reflection and planning with the Executive Director, senior staff, and key board members. The CPO will manage a group consisting of three professional level positions. Among this person's specific duties will be the following:

- Managing and enhancing a comprehensive fundraising program that includes individual, foundation, and corporate gifts.
- Articulating strategies and action plans for meeting and exceeding fundraising goals.
- Cultivating and securing major gifts from both existing and new donors.
- Directing the annual fund, planned giving, and donor stewardship.
- Planning and executing capital and expansion campaigns.
- Supervising the Development Team to achieve both short- and long-term goals.

LUMIN EDUCATION
Chief Philanthropy Officer

- **Overseeing Lumin’s organizational brand identity and the strategic use of communications to reach donors and recruit students.**
- **Assisting the Executive Director and the Board in identifying and developing alternative revenue streams for financial support.**
- **Representing Lumin Education in the Dallas philanthropic community.**

Candidate Qualities

Leadership

A “servant leader” whose genuine commitment to Lumin’s mission inspires and generates the support and enthusiasm of others.

One whose management style is based on transparency, honesty, direct communication, and a genuine desire for collaboration.

A catalyst who engenders a sense of creativity, innovation and willingness to explore new areas and to take prudent risks.

A confident leader with executive presence predicated more on a sense of humility and service than on self-aggrandizement or career advancement.

Experience

Eight or more years in development, including a minimum of two years’ experience in major gifts work.

A background that includes raising major gifts through direct solicitation as well as partnering with the Executive Director and board members in targeted fundraising efforts.

A track record of creating and implementing strategies that strengthen an existing fundraising effort by developing new avenues for giving, growing the number of donors, and increasing contributions of current givers.

Previous experience with external communications as they relate to articulating an organization’s identity and furthering fundraising goals.

Demonstrated expertise in supervising and mentoring a small professional and administrative team.

LUMIN EDUCATION
Chief Philanthropy Officer

Skills and Knowledge

Broad knowledge of general fundraising principles as well as cutting edge approaches to development and how they can be applied in the Lumin context.

Excellent interpersonal skills marked by the ability to listen carefully, communicate clearly, and build authentic relationships with internal and external constituents.

Strategic-minded and insightful, with a “big picture” perspective and a penchant for developing creative strategies to accomplish organizational objectives.

Excellent organizational skills and a talent for prioritizing critical issues.

A solid understanding of using social media and data analysis effectively to enhance a fundraising program.

A talent for creating a collaborative environment to ensure that subordinates and peers alike are motivated to achieve common goals.

Fluency in Spanish and an interest in Montessori education a plus.

Personal Traits

A natural “connector” who meets people easily, networks intuitively, and builds authentic relationships.

An unpretentious and service-oriented individual who projects a compelling presence based on credibility, communication, and shared values.

An energetic self-starter who is focused and goal oriented yet flexible in response to changing priorities and multiple demands on his or her time and energies.

One who demonstrates a sincere and palpable excitement for Lumin’s mission and its profound impact on students and their families.

A generative thinker who develops innovative approaches to both new and existing challenges.

Comfortable meeting the public and acting as a spokesperson for a significant community institution.

A quick study with considerable intellectual curiosity and a willingness to learn.

LUMIN EDUCATION
Chief Philanthropy Officer

Other Considerations

- Compensation:** Competitive with comparable educational nonprofit organizations in the Dallas metropolitan area.
- Travel:** Minimal.
- Education:** Bachelor's degree required; advanced degree a plus.
- Location:** Dallas, Texas
- Website** www.lumineducation.org



Please direct inquiries and applications to:

L. Lincoln Eldredge, Dianne V. Puls
Brigham Hill Consultancy
214-871-8700
puls@brighamhill.com