



Vice President for Development

**Position Profile
July 2025**

The Pontifical Mission Societies USA

Overview

The Vice President for Development of The Pontifical Mission Societies USA (TPMS) serves as a key member of the TPMS leadership team, responsible for developing and implementing a comprehensive fundraising strategy to advance the Church's universal mission.

The ideal candidate will work principally in either of TPMS' offices: St. Petersburg, FL or New York City. If based in another city, travel to both offices is required in addition to the travel needed to visit benefactors and to attend conferences.



“The Pontifical Mission Societies are effectively the “primary means” of awakening missionary responsibility among all the baptized and supporting ecclesial communities in areas where the Church is young (cf. Decree Ad Gentes, 38).

We see this in the Society for the Propagation of the Faith, which provides aid for pastoral and catechetical programmes, the building of new churches, healthcare, and educational needs in mission territories. The Society of the Holy Childhood, too, provides support for Christian formation programmes for children, in addition to caring for their basic needs and protection.

Likewise, the Society of Saint Peter the Apostle helps to cultivate missionary vocations, both priestly and religious, while the Missionary Union is committed to forming priests, religious men and women, and all the people of God for the Church's missionary work.”

Address of Pope Leo XIV to Pontifical Mission Societies, 22 May 2025.

The Opportunity

The Pontifical Mission Societies (TPMS) is seeking a senior-level fundraising executive for the position of Vice President for Development to join our leadership team at an unprecedented moment in Church history. The Societies are the Pope's worldwide network that supports the missions and the Church in the developing world with prayer and charity.

This historic opportunity coincides with the election of Pope Leo XIV in May 2025, the first American pope, and the new leadership of National Director Monsignor Roger J. Landry, appointed in January 2025. The Vice President for Development will play a pivotal role in advancing philanthropy for the Pontifical Mission Societies in the United States and helping shape the future of our organization's fundraising efforts during this transformative period.

The ideal candidate will be a seasoned development professional with comprehensive experience across all fundraising disciplines including major gifts, planned giving, annual fund, foundation relations, capital campaigns, and crowdfunding initiatives. This individual must believe deeply in the mission of TPMS and be able to authentically communicate the need to support TPMS' mission of proclaiming the Gospel, building churches, and supporting the work and witness of mission priests, religious sisters and brothers, and lay pastoral leaders. TPMS supports work that provides both spiritual support and also food, education, and medical care to the most vulnerable communities in the Pope's missions.



Vice President for Development

We seek a strategic fundraising executive with a results-driven approach and proven track record of success at the senior executive level in development strategy, donor relations, and comprehensive stewardship programs. The ideal candidate will be a collaborative leader with deep understanding of Catholic philanthropy and a passion for supporting missionary work worldwide. The Vice President for Development will lead our development initiatives, working closely with the National Director, Board of Directors, and program staff to expand support for the Church's missionary activities during this remarkable time of opportunity and growth.

The Vice President for Development will be an individual possessing the highest ethical standards who is an approachable, resourceful, and results-oriented problem solver with a sincere and genuine interest in advancing the Pope's and the Church's mission of spreading the message of Christ to the world, especially in the 1,124 dioceses and missionary territories throughout the world where the Church is too new, too small or too poor to sustain itself.

Because the Vice President for Development develops and implements a comprehensive fundraising program, this senior executive role requires demonstrated expertise across all aspects of institutional advancement including major gifts, planned giving, annual fund operations, foundation relations, capital campaigns, crowdfunding, and donor stewardship. Reporting to the Chief Operating Officer, the Vice President will lead development initiatives, working closely with the Board of Directors, advancement team, and program staff to expand support for missionary work worldwide and ensure sustainable revenue growth.



Core Responsibilities

Strategic Leadership

- Develop and articulate a comprehensive fundraising strategy aligned with the Church's missionary priorities and organizational goals
- Create and implement multi-year development plans to grow individual, institutional, and planned giving programs
- Lead strategic planning initiatives for sustainable revenue growth and donor base expansion

Fundraising Excellence

- Personally manage a portfolio of major donors and prospects capable of six and seven-figure gifts
- Cultivate and steward relationships with Catholic foundations, religious communities, dioceses, and high-net-worth individuals
- Develop and execute comprehensive campaigns for special initiatives and capital projects
- Oversee annual giving programs, including direct mail, digital fundraising, crowdfunding platforms, and donor acquisition strategies
- Lead planned giving initiatives including bequests, charitable gift annuities, charitable remainder trusts, and other legacy giving vehicles
- Manage foundation relations including proposal development, grant writing, compliance, and stewardship activities

Team Leadership & Management

- Supervise and mentor a team of 5 development professionals across advancement services, stewardship, major gifts, and annual fund programs
- Establish clear performance metrics, goals, and accountability measures for the development team
- Foster a collaborative culture focused on mission advancement and donor-centered philanthropy

Relationship Building & Stewardship

- Represent the organization at Catholic conferences, diocesan events, and mission-focused gatherings
- Build strategic partnerships with U.S. Catholic institutions, organizations, and leadership
- Collaborate with Vatican officials and international mission leaders to advance global fundraising initiatives
- Work closely with TPMS' communications team to develop compelling mission stories and donor communications

Operations & Accountability

- Oversee development operations, including CRM management, gift processing, and compliance procedures
- Prepare and manage annual development budgets and multi-year financial projections
- Provide regular reporting to the National Director, Chief Operating Officer, and Board of Directors on fundraising performance and strategic outlook
- Ensure adherence to Catholic fundraising principles, AFP Code of Ethics, and Donor Bill of Rights

Qualifications



Education & Development Experience

- Bachelor's degree required; advanced degree preferred
- Minimum of 10 years of progressive fundraising experience as a senior-level executive with demonstrated success securing major gifts (\$100K+) and comprehensive experience across all fundraising disciplines
- At least 7 years of senior management experience with direct supervisory responsibilities for multi-disciplinary development teams
- Proven track record of leading successful capital campaigns, major gift initiatives, planned giving programs, and annual fund operations
- Demonstrated experience in planned giving, including knowledge of gift planning vehicles, tax implications, and estate planning strategies
- Experience managing foundation relations including grant proposal development, foundation research, and compliance reporting

Skills and Expertise

- Exceptional interpersonal and relationship-building skills
- Strong communication skills, including written, verbal and large-scale presentations
- Experience working effectively with boards of directors and volunteer leadership
- Proficiency with CRM systems (Salesforce, Blackbaud, or similar platforms)
- Experience with planned giving software and tools (PG Calc, iGift, Crescendo, or similar platforms)
- Knowledge of gift planning calculations, tax regulations, and estate planning principles
- Strong grant writing skills and understanding of foundation funding landscapes and requirements
- Strategic thinking capabilities with attention to operational detail
- Proven ability to manage complex, multi-million-dollar development operations

Faith-Based Requirements

- Practicing Catholic of mature faith, in good standing with the Church
- Deep understanding of, and commitment to, TPMS' mission and Catholic teaching
- Strong understanding of U.S. Catholic philanthropic landscape and donor motivations
- Familiarity with diocesan structures and Church governance

Personal Qualities

- Highest standards of integrity, confidentiality, and donor stewardship
- Collaborative leadership style with ability to work across diverse teams and constituencies
- Cultural sensitivity and appreciation for the global nature of the Church's mission
- Willingness to travel domestically and occasionally internationally



About TPMS



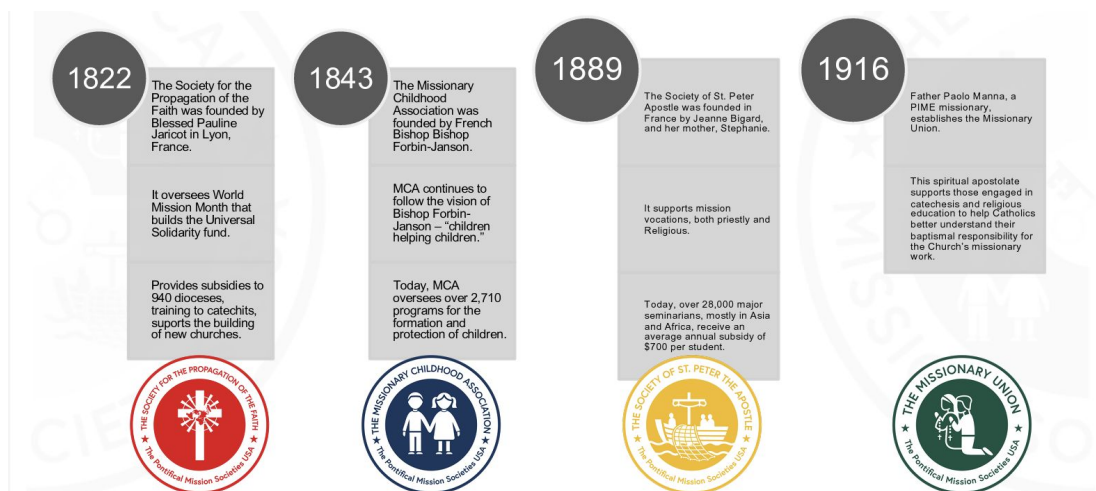
The Pontifical Mission Societies (TPMS) are a worldwide network at the service of the Pope that supports the missions and the young Churches with prayer and charity.

The Four Pontifical Mission Societies

- The Society of Propagation of the Faith (1822) by Blessed Pauline Jaricot (1799-1862)
- The Missionary Childhood Association, also known as Holy Childhood by Bishop Charles de Forbin-Janson (1785-1844)
- The Society of St. Peter the Apostle (1889) by Jeanne and Stephanie Bigard
- The Missionary Union (1916) by Blessed Father Paolo Manna, PIME (1872-1952)

The four societies have been "pontifical" since 1922, thus indicating their status as official instruments of the Pope and the Universal Catholic Church. In most countries, the National Director of the Pontifical Mission Societies leads the four societies and oversees the World Mission Sunday Collection, which is taken up on the second-to-last Sunday of October each year in every Catholic parish around the globe.

120 countries have national offices of The Pontifical Mission Societies with the TPMS USA providing a significant amount of the worldwide support for the missions. Each diocese in the US is called to appoint a diocesan director and to participate in World Mission Month each October, encouraging missionary spirit in the hearts of the baptised through prayer, formation, and almsgiving.



The funds raised by the individual countries throughout the world do not go to the Vatican but form a pool of money, which we call the Universal Solidarity Fund, which the national directors govern, choosing recipients every May. The funds are given to the beneficiaries through the apostolic nuncios in each mission country.

Purposes of TPMS

- To educate and engage Catholics in the United States about the Church's global mission.
- To encourage prayer, sacrifice, and financial support for missionaries.
- To organize and promote World Mission Month, the peak of which is World Mission Sunday, the annual worldwide collection supporting the Pope's Missions celebrated on the second to last Sunday of October.
- To collaborate with bishops, priests, religious, and lay leaders to foster missionary discipleship.
- To provide resources for dioceses, parishes, and schools to cultivate a missionary spirit

TPMS USA: Archbishop Fulton Sheen

Archbishop Fulton J. Sheen, beatified on December 21, 2019, was the National Director of the Pontifical Mission Societies from 1950 to 1966. He clearly and effectively communicated the Catholic Church's message and mission on radio and television, as well as through his books and other writings. He presented the inspiring stories of the Missions and told of the love and joy of those serving the poor in those areas of the world.

In 2024, TPMS supported:



26

Million children in primary schools



38,140

Seminarians preparing for the priesthood



8,750

Homes for orphaned children and the elderly



11,480

Clinics caring for the sick and dying



844,000

Catechists teaching the faith



258,540

Religious sisters caring for children and families

Board Leadership

Episcopal Members

- Cardinal Timothy Dolan, Archbishop of New York
- Cardinal Seán O'Malley, OFM Cap., Archbishop Emeritus of Boston
- Cardinal Christophe Pierre, Apostolic Nuncio to the United States
- Archbishop Gregory M. Aymond, Archbishop of New Orleans
- Archbishop Shelton J. Fabre, Archbishop of Louisville
- Archbishop Bernard A. Hebda, Archbishop of St. Paul and Minneapolis
- Archbishop Mitchell T. Rozanski, Archbishop of Saint Louis
- Archbishop Thomas G. Wenski, Archbishop of Miami
- Bishop Kevin W. Vann, Bishop of Orange
- Bishop James S. Wall, Bishop of Gallup

Non-Episcopal Members

- Stephen Auth, CFA, Chief Investment Officer, Federated Hermes (New York)
- Barry Jackson, Strategic Advisor, Brownstein Hyatt Farber Schreck (Washington, DC)
- Deacon Frank L. Kurre, Managing Director, Protiviti, Inc. (New York, NY)
- John O. McManus, Founding Principal, McManus & Associates (New York)



National Director



In September 2024, Monsignor Roger J. Landry, a priest of the Diocese of Fall River, Massachusetts, was appointed as the National Director of The Pontifical Mission Societies in the United States, and he officially assumed the role in January 2025.

He is also a Papal Missionary of Mercy, Chaplain to the New York Chapter of the Leonine Forum, a Member of the Board of the Shrine of Our Lady of the Martyrs in Auriesville, New York, and a National Eucharistic Preacher for the USCCB's National Eucharistic Revival. He helped lead the Seton Route of the National Eucharistic Pilgrimage from New Haven, CT, to Indianapolis from May through July 2024 in preparation for the Tenth National Eucharistic Congress.

A graduate of Harvard College (1992) and the Pontifical North American College in Rome (1999), he served as Attaché to the Holy See's Permanent Observer Mission to the United Nations in New York (2015-2022), Catholic Chaplain at Columbia University (2022-2024), Ecclesiastical Assistant to Aid to the Church in Need USA (2021-2024), and has been a pastor, newspaper editor and high school chaplain in the Diocese of Fall River.

He writes for many publications, appears regularly on television and radio, and is the author of *Plan of Life: Habits to Help You Grow Closer to God* (Pauline Books and Media 2018). In 2024, he was named by Pope Francis a Chaplain of His Holiness with the title of Monsignor. His homilies, articles, retreats, conferences, educational videos and other offerings are available for free at catholicpreaching.com.

Chief Operating Officer

Douglas E. Culp, Jr., serves as Chief Operating Officer of The Pontifical Mission Societies in the United States, bringing nearly two decades of diocesan leadership experience to this role. Most recently serving as Chancellor and Chief Administrative Officer of the Diocese of Lexington, Kentucky, Mr. Culp has demonstrated exceptional expertise in organizational leadership, strategic planning, and Catholic formation. His extensive portfolio has included oversight of Human Resources, Communications, Information Technology, Pastoral Life, Safe Environment, Catholic Cemeteries, and Chancery Administrative Operations.

A certified bioethicist and Organizational Development Certified Professional, Mr. Culp has also served as an educator in permanent diaconate formation programs for more than a dozen dioceses, teaching Evangelization, Catechesis, and Theology. His appointment comes at a pivotal moment as TPMS responds to Pope Leo XIV's call for renewed missionary urgency. Known for his strategic mind, pastoral heart, and deep commitment to Catholic values, Mr. Culp brings both theological formation and operational excellence to support the organization's mission of mobilizing American Catholics to lead the Church's global evangelizing efforts.



THE PONTIFICAL MISSION SOCIETIES USA IS AN
EQUAL OPPORTUNITY EMPLOYER

The Pontifical Mission Societies USA ("TPMS") is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. TPMS strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), gender, marital status, age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state, or local law. All TPMS employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

TPMS complies with the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act, the Florida Civil Rights Act of 1992, and all applicable state or local law. Consistent with those requirements, TPMS will reasonably accommodate qualified individuals with a disability if such accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship.

As a Catholic organization recognized by the United States Conference of Catholic Bishops, TPMS reserves the right under Federal law (42 U.S.C.A §2000e-2(e)) and Florida law (Fla. Stat. §760.10(10)) to hire those of the Catholic faith for positions where practice and knowledge of the Catholic faith, its tenets and beliefs, are necessary for the work required. Further, TPMS retains the ability to hire employees whose lifestyle upholds the teachings of the Roman Catholic Church.



Applications & Nominations

TPMS has hired Magnanimity Search to oversee the hiring process.

Interested applicants should send a cover letter, resume, and three references to **tpms-search@magnanimity.us**, with a CC to jobs@pontificalmissions.org.

Please write **“Application for VP for Development”** in the subject line.

Note: References will only be contacted with a candidate’s permission during the later stages of the process.

TPMS hopes to fill the position ideally by early September, so we encourage interested candidates to submit their application materials as soon as possible, at a minimum by **July 31, 2025**.

We expect finalists in the search process will participate in four rounds of interviews, with one of those being a written interview.

We also welcome nominations to the email address above.

