

SAN ANTONIO CHRISTIAN SCHOOL

CHIEF DEVELOPMENT OFFICER

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About San Antonio Christian School

Founded in 1972, San Antonio Christian School (SACS) is a Christ-centered, PreK–12 independent school serving 1,000 students on a secure, gated 71-acre campus in north San Antonio, Texas. For more than fifty years, SACS has partnered with Christian families to provide an education marked by faith, character, and academic excellence while fostering lives of discipleship, service, and purpose.

At SACS, spiritual formation is not treated as a separate program or weekly emphasis added onto student life. It is woven throughout the culture and daily experience of the school. From the earliest grades through graduation, students are challenged to grow intellectually, spiritually, relationally, and emotionally within a community shaped by biblical truth and a shared commitment to Christ-centered education. As a covenant Christian school, SACS partners closely with families and has more than 170 area churches represented within its school community.

The school's beautiful 71-acre campus includes 75 classrooms, three media centers, multiple performance spaces, three gymnasiums, a turf stadium, baseball, softball, soccer, and practice fields, 4-H facilities, a golf facility, seven locker rooms, a training room, and dedicated dining facilities. The campus gives SACS significant room to support current programming while continuing to plan for future growth.

Academically, SACS offers a college preparatory program that includes Advanced Placement and dual-credit coursework alongside a wide range of leadership, service, athletic, and fine arts opportunities designed to support the development of the whole student. Graduating classes receive approximately $8-10 million annually in college scholarships and awards, with 100% of graduates matriculating to a broad range of colleges and universities across the country.

SACS continues to experience healthy enrollment growth and strong student retention while operating with an annual budget of approximately $15 million. The school is accredited by both the Association of Christian Schools International and the Council on Educational Standards and Accountability, affirming its academic strength, Christ-centered culture, financial stewardship, and commitment to ongoing school improvement.

FOSTERING A LIFE OF FAITH AND SERVICE AT EVERY AGE

Mission

To partner with families to provide a Christ-centered education while fostering a life of faith and service.

Vision

San Antonio Christian School aspires to be the Christ-centered private school of choice in the San Antonio area, providing an excellent value in PreK–12 Christian education, a secure environment, and a sustaining ministry to generations of faithful graduates to the glory of God.

Statement of Faith

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all of its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Psalm 139).

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27; Matthew 19:4). The rejection of one's biological sex is a rejection of the image of God within that person.

We believe "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25; Matthew 19:5-6). We believe God intends intimate sexual activity to occur only between a man and a woman who are united in marriage (1 Corinthians 7:2-5). Marriage is to be a reflection of the relationship of Jesus Christ to His church (Ephesians 5:22-32).

We believe any form of sexual immorality (including fornication, adultery, homosexuality, lesbianism, bisexual conduct, bestiality, incest, pornography, and attempting to change one's biological gender or otherwise acting upon any disagreement with one's biological gender) or advocacy of sexual immorality is sinful and offensive to God (Matthew 15:18-20; 1 Corinthians 6:9-10).

We believe all have sinned and fall short of the glory of God and that the Lord Jesus Christ died in our place to pay the penalty for our sin, and that all who receive Christ, by faith, are justified by God's grace, which is sufficient to cover and bring restoration from any sin (John 1:12; Romans 3:23; 2 Corinthians 5:21; Ephesians 2:8-9).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31; Romans 5:8).



Life & Learning at SACS

San Antonio Christian School seeks to provide students with a well-rounded educational experience that encourages intellectual growth, spiritual maturity, creativity, and meaningful community engagement. Across every division of the school, students are encouraged to pursue excellence while developing the wisdom, confidence, and character to lead and serve others faithfully.

The academic program combines strong college preparatory coursework with opportunities for students to grow as communicators, critical thinkers, and problem solvers. Students have access to Advanced Placement and dual-credit offerings alongside service-oriented leadership initiatives such as the SACS Senior Leadership Program, Junior Leadership Training, and High School Ambassador Program. The school also continues to expand academic support services and innovative learning environments, including its recently renovated Academic Resource and Collaboration Center (ARCC).

Spiritual formation remains deeply integrated throughout student life. In addition to Bible instruction and chapel programming, students participate in discipleship groups, peer mentoring, service initiatives, and mission experiences throughout the San Antonio community and abroad. Recent mission partnerships have included the Dominican Republic, Guatemala, and Costa Rica, while student-led initiatives such as Tribe Wars, all-school worship events, and the Chick-fil-A Leadership Academy help reinforce the school's emphasis on service, leadership, and authentic Christian community.

Fine arts and athletics both play significant roles within the life of the school community. SACS's award-winning theater program was recently recognized as a Disney Broadway School of Excellence Grant recipient, one of only 21 schools nationwide selected for the honor. Students participate in visual and digital arts, band, choir, theater, and performance opportunities beginning in the lower grades and continuing through high school. As a member of the Texas Association of Private and Parochial Schools (TAPPS), SACS fields competitive teams across 14 varsity sports and has celebrated recent state championships in soccer, boys and girls cross country, and girls golf..

Beyond the classroom, student life at SACS is intentionally relational and community-oriented, with campus events, student organizations, service projects, and discipleship initiatives designed to help students discover and develop their God-given gifts.

100%

College acceptance rate, on average



$9.2M

In academic and merit-based scholarships awarded to the SACS class of 2024



18-20

Average Class Size





A Season of Momentum

San Antonio Christian School has entered an important season of institutional momentum under the leadership of Head of School Dr. Rob Brown. Over the past several years, the school has experienced meaningful enrollment growth, strengthened retention, increased operational stability, and renewed confidence across the broader school community. Recent accreditation commendations from both ACSI and CESA affirmed the strength of the school's leadership team, strategic planning, financial stewardship, academic program, and Christ-centered culture.

That momentum has been reinforced through Vision 2030, the school's long-range strategic plan organized around four primary pillars: spiritual development, academic distinction, Christian community and service, and stewardship of finances and facilities. Alongside continued investment in academics, student life, faculty compensation, and campus improvements, SACS has also experienced significant gains in parent and employee Net Promoter Scores, reflecting growing alignment, trust, and optimism throughout the school community.

As SACS looks ahead, strongly aligned school leadership is focused on thoughtfully expanding the school's visibility, community engagement, and long-term philanthropic support across the broader San Antonio region. Leadership believes significant opportunity exists to deepen relationships with current families, alumni, churches, and community partners while more broadly sharing the mission, momentum, and impact of the school.

The Board of Directors and Leadership Team have recently completed a master plan which includes priorities for future investments in fine arts, athletics, academics, student life facilities, and broader campus development, all designed to support continued enrollment growth, deepen student experience, and strengthen the long-term sustainability of the school's mission.

Building the Future of SACS

San Antonio Christian School is seeking a Chief Development Officer to serve as a key member of the senior leadership team and help lead the next chapter of philanthropic growth at the school. Reporting directly to the Head of School, the CDO will work closely with school leadership and the Carver model Board of Directors to strengthen donor engagement, broaden community relationships, and help build a long-term culture of generosity at SACS.

Across stakeholder conversations, there was remarkable consistency in how leadership described the type of person needed for this role. SACS is not seeking a transactional fundraiser or an internally focused administrator. Instead, the school is looking for a highly relational, externally engaged leader who naturally enjoys connecting with people and building authentic relationships throughout the school and broader San Antonio community. Presence, trust, communication, and consistent relationship-building were repeatedly described as critical to success in the role. The role requires significant relational presence and external engagement throughout the broader SACS and San Antonio communities. Success will depend heavily upon building authentic relationships with families, alumni, churches, donors, foundations, and community leaders while helping communicate the mission, student impact, and ongoing story of SACS in compelling and personal ways.

While relationships and community engagement will remain central to the role, school leadership also recognizes the importance of continuing to strengthen the underlying development function itself. The Chief Development Officer will help bring consistency and long-term strategy to areas such as donor stewardship, development operations, philanthropic planning, and alumni engagement, helping build the structure necessary to support the school's continued growth and long-term vision.

School leadership and the Board see meaningful opportunity to deepen annual giving participation, strengthen alumni engagement, cultivate major donors, expand foundation and corporate relationships, and prepare the school for future capital and endowment initiatives connected to its long-range vision. For the right leader, this role represents an opportunity to help shape the future philanthropic culture of a growing Christian school while building the relationships, visibility, and long-term support necessary to sustain the mission of SACS for years to come.







Key Leadership Responsibilities

Relationship Development & Community Engagement

- Build authentic relationships with current families, alumni, churches, donors, foundations, and community leaders throughout San Antonio while serving as a visible ambassador for the mission and student experience of SACS
- Cultivate a strong external presence within both the school community and the broader San Antonio community through consistent engagement, visibility, and communication
- Communicate the mission, momentum, and impact of SACS in compelling and relational ways that strengthen community awareness, trust, and philanthropic engagement
- Lead donor, alumni, and community engagement events that deepen relationships and strengthen connection to the school

Philanthropic Growth & Donor Stewardship

- Lead efforts to strengthen annual giving, major donor engagement, and broader philanthropic support for the future priorities of SACS
- Actively cultivate, solicit, and steward donors through ongoing communication, meaningful engagement, and consistent involvement in the life of the school
- Partner closely with the Head of School and Board leadership in fostering a healthy culture of generosity and stewardship across the SACS community
- Develop and strengthen relationships with foundations, corporate partners, and philanthropic organizations aligned with the mission and future direction of the school

Strategic Development Leadership

- Work closely with leadership and the Board to support the school's future philanthropic priorities and development initiatives
- Partner with school leadership and external campaign counsel in support of future capital and endowment initiatives connected to the school's long-range vision
- Bring greater consistency, strategy, and organizational discipline to the school's development efforts and philanthropic planning
- Advance development efforts with initiative, responsiveness, strong follow-through, and consistent engagement across donor stewardship, charitable planning, and community relationships

Development Operations & Organizational Support

- Strengthen development processes related to donor stewardship, prospect management, alumni engagement, and development operations in ways that improve organizational consistency and effectiveness
- Help expand alumni engagement efforts and meaningful alumni programming
- Collaborate effectively with administrative leadership to ensure development efforts remain aligned with the broader mission, priorities, and daily life of the school
- Provide leadership and support for development-related staff, systems, and operational coordination connected to the school's fundraising and community engagement efforts



Experience, Skills & Personal Characteristics

- A committed follower of Jesus Christ who demonstrates spiritual maturity, wisdom, humility, and a sincere commitment to Christian education
- Alignment with the mission, Statement of Faith, and Christ-centered philosophy of San Antonio Christian School
- Demonstrated experience in fundraising, development leadership, nonprofit leadership, business development, relationship management, or other externally focused leadership roles
- Proven ability to build trust and establish strong relationships with donors, families, alumni, community leaders, and other key stakeholders
- Strong interpersonal instincts with the ability to engage comfortably and credibly with a wide range of constituents and personalities
- Excellent written and verbal communication skills, including the ability to communicate institutional mission, vision, and impact in clear, compelling, and relational ways
- Demonstrated initiative, responsiveness, follow-through, and organizational discipline
- Strategic thinking ability with the capacity to balance relationship-building, long-term planning, and day-to-day execution
- Ability to work collaboratively and effectively with senior leadership, Board members, volunteers, faculty, staff, and community partners
- Experience with fundraising strategy, donor stewardship, and philanthropic engagement within a mission-driven organization
- Familiarity with independent schools, Christian education, nonprofit organizations, or other relationally driven environments is beneficial
- High personal integrity, professionalism, sound judgment, and the ability to handle confidential matters with discretion and care
- Relational, externally engaged, and energized by building authentic relationships throughout both the school and broader community
- Self-motivated, dependable, and capable of bringing both leadership presence and operational consistency to the work







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