SAGAMORE

INNOVATIVE IDEAS. REAL RESULTS.



Vice President for Advancement

carterbaldwin

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About Sagamore

Sagamore builds a better society through three distinct lanes of action – opportunity, defense, and citizenship. The “opportunity” lane advances solutions contributing to individual and community flourishing through innovations in education, mental health, and the economy. The “defense” lane seeks to enhance America’s national security by bolstering the Midwest’s reindustrialization and high-technology manufacturing capabilities. And the “citizenship” lane undergirds it all by healing the broken politics and social division through efforts to build better citizens and strengthen civil society.

Sagamore advances its mission across three interlocking lanes of action:

- A think tank (Sagamore Institute) to offer thought leadership and policy solutions to help leaders understand challenges more clearly and to identify solutions more creatively.
- A social enterprise platform (Sagamore Ventures) to accelerate impact investing and other entrepreneurial solutions to some of the world’s biggest problems.
- A community of change agents (Sagamore Network) who comprise an overlapping network of policy experts, advisors, entrepreneurs, philanthropists and impact investors who form strategic alliances for the greater good of society.

AMERICA’S NEXT 250 YEARS



Building Better Communities

Sagamore empowers and equips leaders in small and mid-sized communities to achieve lasting economic and social prosperity. By promoting local ownership, enhancing quality of life, and supporting innovative leaders, the Building Better Communities portfolio provides the tools communities need to shape their future and build thriving, resilient places.



Building the Future of Defense

America faces a more complex, more volatile, more dangerous threat environment than anything we have seen since the Cold War. State and nonstate actors are developing tech-enabled weaponry and assaulting the global commons from the seas to space to cyberspace. Sagamore is helping bolster the Midwest’s defense innovators with new technologies and advanced manufacturing capabilities to protect our nation and democratic ideals.



Building Better Citizens

Our nation was founded on the idea that citizens would be at the center of the American Experiment. That means citizens need to be informed and engaged for our democracy to survive and thrive. It also means that all sectors in society must be healthy—a government that preserves order, a marketplace that fosters growth and inclusive opportunity, and a civil society that is formed by caring neighbors and civic innovators. Sagamore’s Citizenship portfolio helps us understand our traditions and equips the next generation to do their part in making a more perfect union.

Sagamore is a global think tank that moves upstream to change policy and systems and downstream to implement solutions through business and civic partners. This citizen-centered approach is what America’s founders envisioned for the preservation of democracy and uplift of society. Too many of our citizens are questioning the central truths of Western Civilization and many in the rising generation doubt that the American Dream is on offer for them. Through dynamic thought leadership and inspiring innovations, Sagamore renews the promise and improves the practice of a better union.

HISTORY AND FOUNDING

In early 2004, as Dan Coats was preparing to return to the United States following his service as US Ambassador to Germany, he and Jay Hein determined that America needed a think tank based in the heartland's values and geography. In contrast to the noise and rancor coming from Washington, D.C., Sagamore Institute was formed that same year to tackle difficult issues with civility and focus on solutions not ideology.

One of Indiana's Native American tribes coined the term "Sagamore" to identify the member who grappled with serious questions, helped build consensus, and offered wisdom and advice. This is exactly the type of think tank Dan and Jay wanted to build: a place that leaned into hard problems with sleeves rolled up alongside public and private leaders dedicated to making the world a better place.



SAGAMORE IN THE NATION'S SERVICE



Dr. Leslie Lenkowsky
Former CEO, Corporation for National and Community Service



Dr. Carol D'Amico
Former Assistant Secretary, U.S. Department of Education



James T. Morris
Former Executive Director, UN World Food Programme



Deborah Daniels
Former President, Sagamore Institute
Former Assistant Attorney General



Don Eberly
Former White House and State Department Official



Ryan Streeter
Former Special Assistant to the President; Member, White House Domestic Policy Council

FOUNDED	ANNUAL REVENUE	SCHOLARSHIPS AWARDED
2004	**$25M+**	**$67M+**
by Dan Coats & Jay Hein	*across family of entities*	*to 24,000+ Indiana students*

SAGAMORE IN THE CITIES

The Sagamore Network is grown and nurtured through a growing number of city-level efforts to advance innovation through strategic convening, thought leadership, operating partnerships and impact investment. Leading cities include: Indianapolis, Green Bay, New York City, Washington DC, Boston, Atlanta, Nashville, Raleigh-Durham, Dallas, Tampa, London and Kigali.



THREE PILLARS OF ACTION



Opportunity

Advancing solutions for individual and community flourishing through education, mental health, and economic innovation.



Defense

Enhancing America's national security by bolstering the Midwest's reindustrialization and high technology manufacturing.



Citizenship

Healing broken politics and social division by building better citizens and strengthening civil society.

The Opportunity

Sagamore has operated for two decades as a high-impact, high-trust organization powered by relationships. Its existing donor and partner community has grown organically around the strength of its programs and the credibility of its leadership. Today, Sagamore is ready to build the philanthropic infrastructure to match its ambition.

The Vice President for Advancement will be the first dedicated advancement executive in Sagamore's history, stepping into a role with both immediate operational urgency and long-term strategic potential. The organization currently generates approximately $25 million in annual revenue across its family of entities, including a substantial fee-for-service and consulting portfolio alongside traditional philanthropic giving. The VP for Advancement will be the architect of Sagamore's major gift strategy and the builder of a professional development function worthy of the organization's 20-year legacy.

This is a role for a servant leader who is energized by building. Someone who sees an existing community of engaged partners and donors as a foundation, not a finished structure. The VP for Advancement will work shoulder-to-shoulder with Jay Hein, spending roughly half their time following up on Jay's relationships and preparing him for key philanthropic conversations, while dedicating the other half to independent donor development, building their own portfolio of major gift relationships and expanding Sagamore's philanthropic reach.

ROLE OVERVIEW

The Vice President for Advancement reports directly to President and CEO and serves as Sagamore's senior leader for philanthropic strategy and major gift development. The role carries both a strategic mandate (professionalizing and expanding the development function) and a personal portfolio mandate (cultivating and closing major gifts as a frontline relationship holder). This leader will work across Sagamore's full family of entities and programs, ensuring that donor engagement reflects the breadth and coherence of the Sagamore platform.



KEY RESPONSIBILITIES

- Design and implement a comprehensive major gift strategy, with immediate emphasis on building a portfolio of individual and family donors capable of five- and six-figure gifts, and a longer-term focus on expanding the annual and institutional giving base across Sagamore's entities.
- Serve as a frontline major gift officer, personally managing a portfolio of donor relationships through all stages of identification, cultivation, solicitation, and stewardship, in close partnership with Jay Hein.
- Prepare President Hein for donor meetings, major cultivation conversations, and philanthropic asks, functioning as the strategic architect behind a joint development enterprise that leverages Jay's relational network and organizational credibility.
- Professionalize the development function of the organization, establishing the systems, cadence, and infrastructure of a mature advancement office, including CRM adoption, pipeline reporting, gift acknowledgment protocols, and performance tracking.
- Develop a compelling, unified Case for Support across Sagamore's programmatic portfolio, clarifying the organization's philanthropic priorities and creating donor-facing materials that communicate Sagamore's distinctive model and impact.
- Build and steward a major donor community, creating a group of engaged philanthropic partners who are systematically cultivated and personally invested in Sagamore's mission.
- Grow foundation and institutional giving, deepening relationships with existing foundation funders while identifying and cultivating new institutional philanthropic partners aligned with Sagamore's program areas.
- Design and execute an annual engagement calendar for donors and prospects, including personal outreach, cultivation events, impact reports, and year-end campaigns.
- Partner with program and venture leaders across Sagamore's entities to align donor communications with organizational priorities and ensure the development function serves the full breadth of Sagamore's work.

CANDIDATE PROFILE

The right person for this role is a natural relationship builder who understands that major gift work is fundamentally personal. They are warm, credible, and comfortable moving across a wide range of stakeholders, from Heartland philanthropists and faith-motivated donors to policy-minded foundation officers and civic leaders. They listen well, build trust quickly, and are not deterred by the long timelines and complex dynamics that characterize serious donor development.

They are also an organizational builder. They see the absence of a formal development infrastructure not as a liability but as an invitation, and they bring the discipline to translate vision into process, and relationships into a repeatable, professional advancement operation. They are collaborative by instinct, genuinely eager to partner with Jay Hein and the broader Sagamore team rather than work in a silo.

Sagamore's work is animated by a conviction that strong communities, limited government, and human dignity are not just policy preferences but moral commitments. The VP for Advancement will resonate with that worldview. They do not need to share every political position, but they will need to understand and respect the values that draw Sagamore's donors to this work.

Relational Fundraiser

This person leads with relationship, not transaction. They are comfortable in rooms where the ask is months or years away and trust that sustained cultivation is the highest-yield activity in major gift development. They bring warmth, intellectual curiosity, and genuine interest in the people they are cultivating.

Collaborative Partner to the President

Approximately half of this role involves extending Jay Hein's relational reach, preparing him for conversations, and following up on his network of relationships. The ideal candidate sees this dynamic as an asset, not a constraint. They understand how to coach and support a high-visibility leader in ways that multiply philanthropic impact.

Builder and Systematizer

Sagamore does not yet have the infrastructure of a mature development operation. The VP for Advancement will build it. They bring the organizational instincts to create systems that outlast any single relationship and the patience to do so while still producing near-term results.

Mission Alignment

Sagamore's donors give because they believe in what Sagamore stands for. The VP for Advancement must be able to speak to that with authenticity, whether the conversation is about education choice, national defense, workforce opportunity, or the power of civil society. They do not need to be a policy expert, but they must carry genuine conviction about the value of Sagamore's work.

REQUIRED QUALIFICATIONS

- Demonstrated track record of cultivating and closing major gifts, personally serving as the lead relationship holder and solicitor across five- and six-figure gift ranges.
- Experience building or materially advancing a development function in a nonprofit or mission-driven organization, including creating systems, infrastructure, and culture where limited architecture previously existed.
- Strong collaborative instincts and a proven ability to work in close partnership with a CEO or senior leader to advance philanthropic goals, including preparing leadership for key donor conversations.
- Excellent written and verbal communication skills, including the ability to translate complex organizational work into compelling donor narratives, cases for support, and stewardship materials.
- Familiarity with foundation relations and the ability to cultivate and steward institutional funders alongside individual major donors.
- A minimum of seven years of progressive experience in fundraising, development, or major gift work.
- Bachelor's degree required.

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