



CUSHING ACADEMY

Position Announcement **Director of Advancement**



Cushing Academy invites applications for the position of Director of Advancement. The Academy seeks an experienced and dynamic advancement leader with an exceptional track record of success. The ideal candidate will embrace the Academy's compelling mission—to exist for students and develop curious, creative, and confident learners and leaders—and will be guided by Cushing's values of honesty and integrity, care and compassion for oneself and others, and a

commitment to the welfare of the community. The successful candidate is passionate about partnering with an engaged and successful Head of School and collaborating with an involved Board of Trustees to grow a culture of philanthropy at Cushing by focusing on growing the annual fund, expanding major and planned giving programs, engaging the Cushing alumni community, and leading the Academy into a comprehensive capital campaign. With the credibility that comes with a successful record of leadership in development, the candidate will inspire donors, the Board of Trustees and the Academy faculty and staff to raise the necessary resources to help the Academy continue to thrive.

THE ACADEMY

Founded in 1865 and located in the bucolic town of Ashburnham, Massachusetts, Cushing Academy is a private, coeducational college-preparatory school for boarding and day students serving grades nine through twelve and a postgraduate year. Located on a 162-acre campus overlooking the town center of Ashburnham, Cushing has approximately 390 boarding and day

students from over 30 states and 30 countries who excel in the Academy’s outstanding academic, art, and athletic offerings. Guided by its core values and strategic vision, Cushing Academy continues to experience significant enrollment growth and the generosity of a committed and engaged Board of Trustees who raise substantial funds for the ambitious capital expansions that Cushing has recently completed. The following are notable improvements undertaken as part of the comprehensive facilities renewal efforts designed to transform the Cushing experience for students:

- The Watkins Field House: Completed in 2016, the 30,000 square-foot athletic complex features three basketball courts and a state-of-the-art fitness and training center.
- The Lee and Sanborn Houses: Opened in the fall of 2017, each of these three-story dorms feature over 30,000 square feet of living space, with 45 single student rooms and four faculty apartments.
- Fisher-Watkins Dining Commons: Completed in 2018, the Dining Commons features the most modern dining facilities, including a new kitchen and an expansive, architecturally stunning eatery.
- Historic Ashburnham House: This comprehensive renovation of Ash House was completed in 2018 and features 24 reconfigured double-occupancy rooms, new community rooms, elevators, three new classroom spaces and the Joseph Treadwell Student Center, an e-sports lab, mailroom, and campus store.

These highly impactful capital projects underscore Cushing’s commitment to building its future on the foundation of the past.



Cushing’s compelling mission is embodied in its vibrant and engaged student body. Hailing from over 30 states and as many countries, Cushing students are nurtured by the Academy’s commitment to exist for them and develop them into curious, creative, and confident learners and leaders. Regardless of a student’s background or experience, Cushing’s innovative curriculum offers new challenges and a community of caring teachers and advisors to help students find their place in an environment of enhanced academic achievement, world-class performing arts and athletic opportunities, and the intentional desire to make a difference in the world.



Cushing takes pride in providing students with a welcoming and safe community, offering them a chance to be part of something bigger than themselves by learning to be transformational leaders who change the world. Cushing cares deeply about its students’ academic success. A Cushing education offers rigorous academic training grounded in the spirit and practice of inquiry, and teachers dedicate the whole of themselves to educating the whole of the student. Cushing’s curriculum prepares students for college and life by emphasizing essential skills and offering abundant opportunities for nurturing intellectual curiosity. Above all, Cushing creates a learning experience that is transformative for every student at every level, defining academic excellence in students by their ability to recognize their own strengths, build vital connections among academic disciplines, and prepare for success in college and beyond.



Student athletes find a strong tradition of athletics at Cushing, where a commitment to excellence and fun competition binds students as Penguins for life. Cushing’s sports teams are perennial contenders and regular champions in the New England Prep School Athletic Council league, and coaches inspire students to achieve excellence and learn essential lessons of leadership and camaraderie through athletic competition.

Cushing Academy boasts a world-class performing arts program guided by dedicated and talented faculty. The Academy offers a rich and expansive curriculum, with a wide range of opportunities for performance and creative experimentation in music, theatre, and dance.

A Cushing graduate learns, lives, and leads by ideals that guide the student’s personal, intellectual, community, and ethical journey. These ideals are the direct result of Cushing’s commitment to educating the mind, shaping the character, nurturing the creativity, and fostering the well-being of each student. With more than 150 years of this commitment to its students, Cushing continues Thomas Parkman Cushing’s founding imperative to “strengthening and enlarging the minds of the rising and future generations.”

MISSION

Cushing Academy exists for students and develops curious, creative, and confident learners and leaders.

VISION

Cushing Academy has a compelling vision for the future: To be recognized as a unique educational setting whose faculty, staff, and facilities exist to nurture the optimal growth of students with a range of talents, abilities, and interests in a supportive, diverse, and community-oriented environment that promotes and values intellectual challenge, the arts, athletics, and cultural competence.



VALUES

Cushing Academy is guided by the core belief that:

- An education that sparks curiosity, provides intellectual challenge, offers adequate support, and hones analytical thinking not only fosters independence, but also establishes the foundation for a lifetime of learning and the pursuit of excellence.
- Creativity must be encouraged and nurtured in all aspects of school life.
- Working with peers with a variety of learning styles, as well as with a range of academic, athletic, and artistic strengths and interests, enriches the educational experience for all students.
- A strong sense of self-esteem, self-discipline, and self-confidence allows students to persevere and, thus, to grow through challenges into optimistic, active, and “useful” and “leading” citizens of the world.
- Through athletics, community service, group activities, and collaboration across disciplines, students develop valuable social habits and interpersonal skills that will help them become successful, fair-minded, and leading members of society.
- Learning to make informed choices and to advocate for oneself is fundamental to achieving a healthy, balanced lifestyle.
- Seeking to understand others, as well as respecting and valuing differences, is essential for a judicious, meaningful, and fulfilling life.
- A sense of social responsibility, moral courage, gratitude, integrity, and humility, modeled by trusted mentors and peers, paves the way for becoming an active and contributing member of one’s school, community, society, and the world at large.

LEADERSHIP

Cushing Academy is led by a dynamic and engaged Board of Trustees composed of alumni, business leaders, entrepreneurs, parents, and philanthropists from diverse backgrounds and professions. Board members have made significant financial contributions to the Academy's capital improvements and contribute to its governance in a variety of ways. They are engaged, mission-focused, and generous.



In 2017, the Board of Trustees appointed Dr. Randy R. Bertin as the thirteenth Head of Cushing Academy. Dr. Bertin brings extensive experience in leadership of independent schools to Cushing.

Before joining Cushing Academy, Dr. Bertin spent twelve years at Besant Hill School of Happy Valley in Ojai, California, serving seven of those years as Head of School.

During his tenure as Besant Hill Head of School, Dr. Bertin was recognized for his leadership and is one of only two independent school heads to receive the CASE District VII CEO Leadership Award. He was also awarded the honor of Head of School Emeritus at Besant Hill. Before becoming Head of School, Dr. Bertin served in multiple leadership positions including Director of Admissions and Financial Aid, Director of Advancement, and Assistant Head for Advancement. He also served as the school's Varsity Boys Basketball Coach from 2007-2011, earning California Southern Section Division V coach of the year in 2010.

Dr. Bertin previously had a seven-year career at Stoneleigh-Burnham School in Greenfield, Massachusetts, serving in many roles including Certified Athletic Trainer, Residential Faculty, Teacher, Coach, Sophomore Dean, Director of Athletics, and Development Officer.

An expert in the areas of School Leadership, International Fundraising, and Boarding School Admissions, Dr. Bertin has presented several times on these topics. He has also presented and written on the Head of School's role in the admissions process, financial health indicators for heads of schools, the integration and immersion of international students and boarding schools in the United States, and the perceptions of independent school leaders in California.

He lives on the Cushing Academy campus with his wife, Karen, and their four children.

THE LOCATION

Ideally located less than an hour away from the Boston metropolitan area, Cushing Academy's beautiful 162-acre campus overlooks the town of Ashburnham, Massachusetts, an area renowned for its natural beauty and history. Incorporated in 1765, Ashburnham's population is 6,314 and is in the four-season destination of North Central Massachusetts. With an abundance of outdoor activities available and its proximal location to major hubs in New England, Boston, Providence, and Manchester, Ashburnham is the perfect place to explore hiking trails, ski slopes, farms, orchards, world class museums and a budding craft beverage industry.



Ashburnham is near metro areas that are evolving into diverse research, manufacturing, technology, biotechnology and health care economic centers. The North Central Massachusetts area is also rich in arts and culture and offers opportunities to explore and experience beautiful New England at its best. It has good access to public transportation, affordable cost of living, and the quality of life that comes from being close to New England's world class metropolitan centers while maintaining the charm and safety of the quintessential small New England town.

COMMUNITY



The Cushing campus community is close-knit and guided by values that cherish honesty, integrity and community welfare. These values contribute to the caring campus environment that nurtures the social and intellectual development of students. From community lunches to displays of school spirit at sporting events, Cushing fosters a fun, inclusive, and welcoming environment.

This commitment to building community extends beyond the campus boundaries. Cushing Academy has a long history of fully participating in the Ashburnham community. Every year, Cushing students spend more than 3500 hours engaged in community service, donating their time to food banks, hospitals, wildlife sanctuaries, churches, libraries and other community organizations. In addition to serving their community, Cushing students plan and execute major fundraising events to benefit a variety of causes. Cushing Academy hosts a Special Olympics Young Athletes program and presents a variety of cultural offerings to the North Central Massachusetts community.

CANDIDATE PROFILE

The ideal candidate for the Director of Advancement position will be an experienced, engaging and inspiring advancement professional who is deeply committed to Cushing’s mission, vision, and guiding values.

The candidate must have compelling development experience, and a charismatic character and spirit that, when combined with a distinguished record of fundraising leadership and success at the assistant director, director, or chief development officer level, will inspire and grow a true culture of philanthropy at the Academy.

The ideal candidate will have the necessary emotional intelligence to understand the *art* of fundraising, as well as the technical experience to practice the *science* of fundraising. S/he will be a visionary with demonstrated success in growing annual giving and an unrestricted annual fund, creating a thriving major gifts program, growing endowments, scholarships, planned giving, capital campaigns, and increasing alumni engagement. Having an unusual ability to build effective relationships with a diverse group of key internal and external constituents, the ideal candidate will understand the importance of also building relationships with the Head of School and the Academy’s leadership team.

For more information about this position and to read the full position description, please go to the following link: [Director of Advancement](#)

NOMINATIONS AND APPLICATIONS

Nominations and applications will be accepted until the position is filled. Inquiries, nominations, and applications may be directed in confidence to: Gonser Gerber Search, c/o Gonser Gerber LLP, 1776 Legacy Circle, Suite 100, Naperville, IL 60563; search@gonsergerber.com. To apply, please submit a cover letter, résumé, and four professional references. References will not be contacted until later in the search process. Diverse and traditionally underrepresented candidates are encouraged to apply.

