



ROYAL MILITARY COLLEGES OF CANADA
ALUMNI ASSOCIATION

ASSOCIATION DES ANCIEN(NE)S
DES CMR DU CANADA

Director, Major Gifts and Campaign

Executive Brief



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of Royal Military Colleges of Canada Alumni Association. For more information about this opportunity, please contact Meredith Roberts, Senior Consultant, KCI Search + Talent by email at RMCAA@KCI Talent.com.

Interested candidates should send their resume and a letter of interest to the email address listed above by **January 13, 2026**. All inquiries and applications will be held in strict confidence.

The hiring salary range for this position is **\$135,000–\$155,000**. Royal Military Colleges of Canada Alumni Association offers a competitive benefits package including health, dental, long-term disability and life insurance.

Royal Military Colleges of Canada Alumni Association offers a fully remote work environment with domestic travel for donor related activities as well as meetings and events on campus in Kingston.

Only candidates who are currently legally eligible to work in Canada will be considered for this role.

Accommodations are available on request for candidates taking part in all stages of the selection process. If you require any accommodations, please notify the KCI Search Consultant.



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Director, Major Gifts and Campaign

THE OPPORTUNITY

The Royal Military Colleges of Canada Alumni Association (RMCAA) is seeking its inaugural **Director, Major Gifts and Campaign** to build a sustainable major gifts program and serve as a driving force behind a historic national initiative, the creation of the Royal Military Colleges Museum in Kingston, Ontario that will serve to honour and showcase some of the proudest moments in Canada's history.

The RMCAA is launching its first-ever capital campaign, an ambitious and transformative effort to preserve and showcase the College's collections, artifacts, and enduring stories of courage and resilience for alumni, the public, and generations to come. This is a unique opportunity to build lasting impact at the intersection of heritage, community, and philanthropy. This capital campaign represents the most ambitious and impactful philanthropic initiative the RMCAA has ever undertaken.

Reporting to the CEO, the inaugural Director, Major Gifts and Campaign will design and implement strategies, systems, and engagement frameworks that deepen connections and grow financial support from alumni and partners, and supporters across Canada. Specifically, the Director will lead the campaign's fundraising efforts by managing major donor prospects, engaging volunteers, and guiding planning and goal setting; delivering a best practice major gifts program to support donor retention and growth.

Earlier this year, KCI conducted a campaign planning study and has been engaged to provide pre-campaign counsel and prospect research support. The Director will have the opportunity to work alongside KCI turning strategic vision into clear plans to drive meaningful support in an emerging fundraising environment.

While the RMCAA office is in Kingston, Ontario, we welcome applications from across Canada as this position can be performed remotely with domestic travel for donor related activities as well as meetings and events on campus in Kingston.

ABOUT THE ROYAL MILITARY COLLEGES OF CANADA ALUMNI ASSOCIATION

The Royal Military Colleges of Canada Alumni Association (RMCAA) is a registered charity committed to the ongoing advancement and enhancement of the Canadian Military Colleges (CMCs). The Association supports individuals who have attended any program (undergraduate, post-graduate or continuing studies) at a Canadian Military College, whether it is the Royal Military College of Canada, Collège militaire royal de Saint-Jean, or Royal Roads Military College (and its predecessors).



Our alumni are spread across the country and around the world, but our connection to the CMCs and to each other remains strong. With more than 73 active classes spanning entry years from 1952 to 2025, and branches in major cities across Canada fostering close ties among alumni, we believe in the power of this network to enhance the personal and professional lives of our members, whether they are current students, serving members of the Canadian Armed Forces or veterans, while also strengthening the CMCs.

Supporting the CMCs four pillars (**academics, bilingualism, military leadership and physical fitness**), our mission is driven by the belief that the CMCs are more than just educational institutions; they are a foundational part of the profession of arms in Canada, the forge for **Canada's future leaders in military and industry, who will go on to make significant contributions to our nation in many fields.**



OUR MISSION

To bring together our alumni and other members for their mutual benefit, support, mentorship and camaraderie; advance education by establishing and maintaining scholarships, bursaries and prizes; support and promote training and leadership programs by providing funding for programs and initiatives for the benefit of the Canadian Military Colleges to grow and develop Canada's future leaders; establish, preserve, protect and commemorate monuments and significant heritage sites at the Canadian Military Colleges; enhance, preserve and promote the experience, history, traditions and culture of the Canadian Military Colleges; and to promote and advocate for the foregoing.

OUR HISTORY

The Royal Military College opened its doors to the first eighteen cadets in June 1876. A mere four years after the first class graduated, the first steps were taken to form the Ex Cadet Club.

This effort, initiated by two members of the first class at the College, #6 S.J.A. Denison (first Club Secretary) and #7 L.H. Irving (first Club President), resulted in the inauguration of the “Royal Military College Club” on March 15th, 1884. This event was highlighted by the Club’s inaugural Annual General Meeting and Club Dinner in Toronto.

In 1966, the Royal Military College Foundation was formed with the aim to provide philanthropic financial assistance to the Colleges. In 2021, The RMC Club and the RMC Foundation merged to form the Royal Military Colleges of Canada Alumni Association Inc.

Since 1876, more than 30,000 alumni have attended the CMCs. CMC alumni are leaders in the Canadian Armed Forces and woven into the fabric of Canada as leaders in business, science and technology, education, and politics. In supporting the CMCs, we are helping to build Canada’s future

WHAT WE DO

At the core of our work are **two objectives: bringing together the alumni of the Canadian Military Colleges for mutual support, and a steadfast commitment to advancing education and leadership development at the CMCs to support Canada’s future leaders.**

We achieve these objectives by bringing together alumni, whether undergraduate, graduate or continuing studies, and other members for their mutual benefit, support, mentorship and camaraderie through our support of branches, classes and other groups of alumni. We advance education by establishing and maintaining scholarships, bursaries and prizes while also supporting and promoting training and leadership programs to provide funding for initiatives that will help benefit the CMCs to grow and develop Canada’s future leaders.

We establish and preserve commemorating monuments and significant heritage sites at the CMCs, enhancing, preserving, and promoting the Colleges’ unique experiences, histories, traditions, and cultures. Our efforts ensure that current and future generations of Officer and Naval Cadets and post-graduate or continuing studies students benefit from the same values – **Truth, Duty, Valour** – that have shaped so many of Canada’s leaders.



CAPITAL CAMPAIGN

Royal Military Colleges of Canada Museum – A Place of Reflection and Celebration

After years of thoughtful consultation with our alumni and key stakeholders, we are now poised to begin designing and building a new home for the Royal Military Colleges (RMC) Museum in Kingston, Ontario, a dynamic building and site worthy of RMC's legacy and that of its sister Canadian Military Colleges (CMCs) and their contribution to shaping this country's history.

For more than a century, the museum has collected an extraordinary collection of art, objects, and archives that celebrate the story of Point Frederick, the College, and the generations of people who have lived, learned, taught, and served here and at the other CMCs. This remarkable collection showcases far more than our history, it reflects the enduring spirit, values, and achievements that connect the RMC and its sister Canadian military colleges' alumni for almost 150 years and across several generations.

Previously housed in the historic Martello Tower at Fort Frederick, the Museum's collection was recently moved to ensure its long-term preservation. While it is now safely stored in a temporary location, it is largely inaccessible to the public or to researchers. This moment offers an exciting opportunity to re-imagine how the collection can be displayed, shared, and celebrated with the public and the broader RMC community in more engaging and accessible ways.

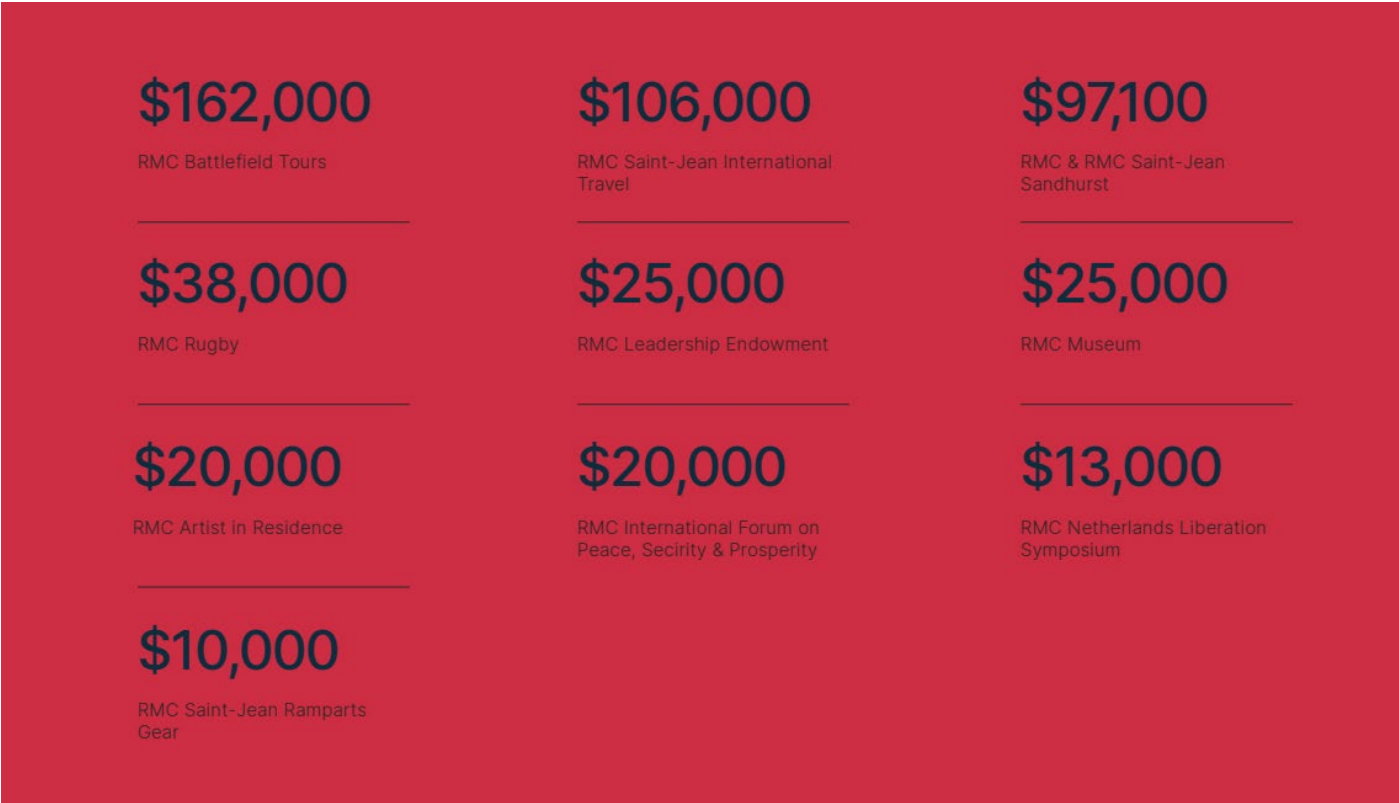
In a time when pride in our national institutions and identity is more important than ever, the new museum will continue to stand as a powerful symbol of the heritage and leadership that have shaped Canada and the freedoms we enjoy today. By showcasing the stories of Canada's nation-builders, heroes and protectors, the museum will serve as a custodian of some of the proudest moments in Canada's history. The collection and visiting exhibitions will be curated in state of the art permanent and visiting exhibition spaces.

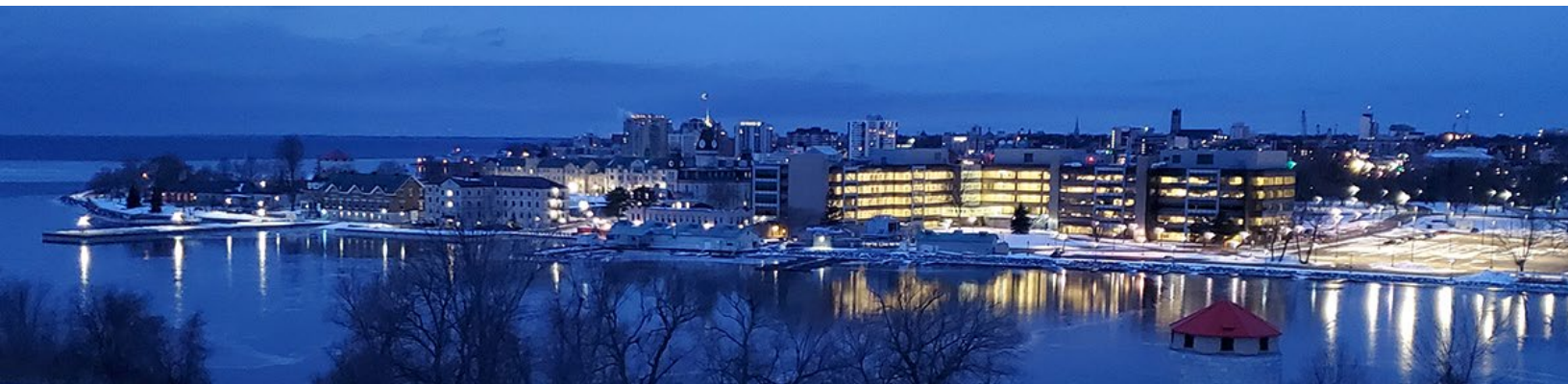
The new RMC Museum facility will:

- ensure permanent and visiting valuable and irreplaceable archival documents, art and other artifacts of great historical significance to the military history and the broader history of Canada itself, will be safely and securely preserved and displayed
- increase visibility for the CMCs and promote understanding of their role and influence in nation building
- serve as a dynamic educational resource for students, alumni, youth, and the public
- provide access to valuable primary resources for historical research
- feature interactive exhibitions and multi-media storytelling
- offer interactive elementary and high-school programming directly linked to the Ontario Curriculum
- reach national audiences of all ages through virtual programming opportunities
- enhance the colleges' military training curriculum and inspire and instill pride in the Cadets and other undergraduate and graduate students by celebrating and honouring their predecessors
- provide premier event space for the RMC Commandant, military staff and faculty, Cadets and other students, and suitable public gatherings

RMCAA BY THE NUMBERS

From January 1, 2025, to September 30, 2025, the RMCAA has proudly provided over \$1.5 Million in funding to the Colleges through gifts for specific programs and activities.





ADDITIONAL INFORMATION

- [About The RMCAA](#)
- [RMCAA Strategic Plan 2023-26](#)
- [RMCAA Annual Report 2025](#)
- [Royal Military College of Canada](#)
- [RMCAA's Impact](#)
- [New & Events](#)

BOARD OF DIRECTORS

[Bryn Weadon](#)

Chair

[Hugh Wilzewski](#)

Chair of Audit

[Carina de Pellegrin](#)

Director

[Scott Durie](#)

Chair of Fundraising and
Museum Capital Campaign

[Scott Stevenson](#)

Chair of Advocacy
and Promotion

[Nic Desjardins](#)

Director

[George Lundy](#)

Past-Chair

[Margot Naudie](#)

Chair of Investment Committee
Independent Director

[Steven Boychyn](#)

Director

[Matthew Pearson](#)

Vice-Chair

[Zachary Day](#)

Director

[Cybele Wilson](#)

Director

[René Lafrance](#)

Treasurer

[Anthony Farrow](#)

Director

[Alexander Landry](#)

Chair of Alumni Engagement

[Thomas Jarmyn](#)

Chair of Governance and
Nominating

[Micheline Lahaie](#)

Director

[Pal Mann](#)

Director

[Harry Kowal](#)

Director

[Francois Bureau](#)

Director



KEY RESPONSIBILITIES

- Serve as the lead for the Royal Military Colleges Museum campaign, translating strategy into concrete plans and drive their execution ensuring alignment with other RMCAA programs and activities.
- Responsible for the implementation, monitoring, and evaluation of the campaign strategy and frameworks, including prospect pipelines, and stewardship plans.
- Act as the primary relationship manager for a national portfolio of major gift prospects; lead the identification, cultivation, solicitation, and stewardship of donors connected to the campaign and manage a personal portfolio of major and transformational prospects/donors.
- Evaluate and advance the current fundraising program with a focus on individual donor retention and growth and begin building the systems needed to cultivate larger gifts.
- Conduct prospect research to identify and evaluate potential donors, ensuring alignment with the organization's fundraising goals and strategies.
- Develop a volunteer structure to drive campaign goals. In conjunction with the CEO, identify, recruit and train key leadership volunteers to support the campaign volunteer structures.
- Closely collaborate internally with the Association team to ensure appropriate identification, segmentation, cultivation and stewardship of donors.
- Develop an annual budget and monitor the progress of the campaign plan.
- In collaboration with the Association team, develop compelling proposals, cases for support, and personalized donor strategies that align with RMCAA's mission and campaign priorities.
- Partner with colleagues, volunteers, and external stakeholders to support fundraising activities and enhance donor relations.
- Energize, motivate, and inspire internal and external stakeholders to actively contribute to the campaign goal.
- Liaise and work closely with volunteer leaders on campaign plans, meeting preparation, progress reports, benchmark reviews and other tasks as needed.
- Provide leadership, training, and support to colleagues and volunteers who serve as partners in campaign activities.
- Build and strengthen fundraising processes, policies, and activities ensuring adherence to regulatory requirements.
- Build and nurture a culture of philanthropy across the organization.
- Represent RMCAA at alumni events, gatherings, and external engagements across Canada, strengthening national visibility and relationships.

QUALIFICATIONS AND COMPETENCIES

- Progressive experience in a fund development role that includes major gift and/or campaign experience with a track record of success.
- Previous engagement in planning and executing significant, comprehensive campaigns.
- Demonstrated ability to design and execute major gift strategies, and/or campaign frameworks, and donor engagement plans.
- Proven ability to manage a donor portfolio, cultivate and solicit prospects, close gifts, and nurture long-term relationships.
- Skilled in building systems and creating scalable processes to support long-term revenue growth.
- Experience recruiting, leading, educating, and supporting senior volunteers in a major gift and/or campaign environment.
- Excellent communication skills, verbal and written, with the ability to represent the Association's mission, values, and goals effectively.
- Highly organized, detail-oriented, and able to balance strategic goals with day-to-day operational demands.
- Strategic, results-driven self-starter with the initiative to build programs from the ground up. Comfortable navigating uncertainty and building programs in an emerging fundraising environment.
- Ability to translate organizational vision, heritage, and mission into persuasive narratives that resonate with donors, alumni, and the broader public.
- Expert at cultivating partnerships and consensus across donors, volunteers, committees, and internal teams to strengthen philanthropy.
- Skills in prospect research and development, donor cultivation and solicitation, and stewardship.
- Sound and independent judgement; ability to maintain absolute confidentiality and discretion where required.
- Ability to work both independently and collaboratively within a team, with minimal administrative support.
- Strong ability to build trust and credibility with senior leaders, alumni, partners, and stakeholders across Canada.
- Technological fluency, including data systems and CRMs, such as DonorPerfect, with experience using reporting applications and dashboards.
- Experience working with the Canadian Armed Forces or mission-driven membership organizations is an asset.
- An understanding of military culture, traditions, and alumni dynamics is highly desirable.
- Ability to work independently in a remote environment, demonstrating high accountability, organization, and initiative.
- Proficiency in French is an asset.

LEADERSHIP BIOGRAPHIES

Nancy Marr **CEO**



Nancy Marr serves as the Chief Executive Officer of the Royal Military Colleges Alumni Association, leading philanthropic initiatives that provide vital support to the Canadian Military Colleges and their cadets, while strengthening alumni engagement and advancing the Association's mission.

Prior to the merger of the RMC Club and RMC Foundation, Nancy held the position of Executive Vice President of the RMC Foundation. Her career reflects a passion for building relationships and creating opportunities that honor legacy while advancing future goals.

Under her guidance, RMCAA continues to grow as a dynamic network dedicated to service, mentorship, and excellence—fully aligned with the Association's mission to promote Canadian Military Colleges as premier institutions, support cadets through superior programming, and advocate for leadership development. Nancy is deeply committed to education and leadership development, ensuring that future generations benefit from the values and traditions of the Royal Military Colleges.

R. Scott Durie, CD, MBA, P. Eng (RMC 84) **Chair – Fundraising and Museum Capital Campaign**



Scott is the Chief Executive Officer and Managing Director of Pinepoint Performance and Organizational Consulting, Inc. He works with executive teams and other senior leaders to increase organizational efficiency and effectiveness and to design and implement large-scale transformational change. After a distinguished career in the Royal Canadian Navy, Scott has spent over 25 years working in both the public and private sectors, as a trusted advisor, coach and facilitator, serving elite clients in a range of industries.

Prior to consulting, Scott spent two years in Marine Systems program management at CAE Electronics in Montreal and 17 years as a senior Marine Systems Engineer in the Royal Canadian Navy. Scott holds an MBA ('93) from Queen's University and a Bachelor of Mechanical Engineering ('84) from the Royal Military College of Canada. He is a registered Professional Engineer in the province of Ontario.

ORGANIZATIONAL CHART

