



**Ignatian Leadership Seminar  
Capstone Reflection  
Spring 2024**

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In this capstone reflection, I explore the application of Ignatian leadership principles and practices to our University Relations division at Xavier University. Ignatian leadership, rooted in the spirituality and values of St. Ignatius of Loyola, emphasizes service, discernment, and collaboration. These Jesuit-Catholic principles guide how our team engages with alumni, donors, and other key constituents to foster meaningful relationships that advance the university's mission and support its students and community.

In our work, we focus on cultivating and stewarding fruitful relationships. Magis invites us to pursue excellence while continuously striving for improvement and growth. Cura Personalis challenges us to show care, empathy, and respect toward others. Discernment helps us to engage in collaboration and reflection to inform thoughtful, purposeful action.

The application of these Ignatian gifts guides our approach in serving our alumni, donors, and key community constituents.

Cultivating meaningful relationships through the lens of Ignatian leadership means prioritizing building genuine connections while understanding the values and motivations of our donors. By prioritizing building meaningful connections, this requires our staff to be active listeners to help understand the donor's story. Our development officers take the time to understand each donor's background, interests, and motivations. This personalized approach not only strengthens relationships but also enhances the donor's sense of connection and investment in the university's mission.

Alignment with our mission and values gives our team the foundation to begin building a relationship. Supporting the mission is at the heart of what we do and there should be no question of our purpose. Decisions are made based on university priorities that support the mission. Our donors are not only invested financially, but as supporters of our educational and community goals.

Creating a culture of servant leadership. Our supporters are valued for their contributions beyond financial support, including mentorship, networking opportunities, and engagement with students and faculty. This fosters a deeper understanding of the work we do to support the mission.

In conclusion, I have learned many new ways to incorporate and share the gifts of Ignatian Leadership in my work. These gifts provide a strong framework to support the mission of Xavier University.

**Eric Thompson**  
**Major Gift Officer, University Relations**