

PRESIDENT AND CHIEF EXECUTIVE OFFICER SEARCH

CHRISTIAN BROTHERS HIGH SCHOOL

Sacramento, California

cbhs-sacramento.org

Start Date: July 2025



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

Christian Brothers High School is a Lasallian Catholic coeducational college preparatory high school. The school is dedicated to inspiring and empowering young men and women with a challenging, relevant, and diverse academic program and co-curricular activities. Students thrive in a Christ-centered community that fosters faith, integrity, global citizenship, leadership and service, preparing students for college and life.

At a Glance



Established
1876



Total enrollment
1,132



Total faculty
68



Students-faculty ratio
16:1



Students of color
60%
(689 students)



Financial aid awarded
\$3.3M



Endowment
\$14M



Campus size
24 acres

Zip codes represented: 70

Faculty of color: 20

Faculty with advanced degrees: 57% (Of the 68 members of our faculty, 28 hold teaching credentials, 34 hold master's degrees, and 5 hold doctorates)

Average class size: 25

Students receiving aid: 42%

Annual operating budget: \$20M

AP and Honors courses offered: 34

Varsity sports: 27

Student clubs and activities: 70+



Overview

Christian Brothers High School, a co-educational Lasallian Catholic high school located in Sacramento, CA, seeks a highly experienced, mission-driven servant-leader to serve as its next President/CEO, commencing July 2025. Working collaboratively within the school community, the President/CEO will provide enthusiastic, mission-centered leadership to ensure strong academic and co-curricular programs permeated by the Lasallian Catholic charism and tradition. The school seeks an experienced individual who is a practicing Catholic, whose inspirational leadership is student-centered and will embody the mission and values of the school which are grounded in the spirituality of the De La Salle Christian Brothers.

The Lasallian educational tradition and spirituality has its origins in France in 1680, when St. John Baptist de La Salle, patron saint of teachers, founded the Brothers of the Christian Schools, colloquially known as the De La Salle Christian Brothers, to provide a human and Christian education to the young, especially the underserved.

A vibrant sense of community is fostered among the students, teachers and staff at Christian Brothers High School. As a particular charism within the Roman Catholic tradition, Lasallian education emphasizes community and the primacy of the teacher-student relationship, valuing academic excellence, faith formation, inclusion, respect for the individual, service, and social justice. It seeks to develop students holistically, fostering each student's cultural, intellectual, physical, social, and spiritual growth. For 148 years the school has skillfully and intentionally adapted to change while safeguarding and advancing its Lasallian Catholic mission. Guided by this Lasallian spirit, the school is thriving in its dedication to nurturing the intellectual and spiritual growth of its students in community.



Opportunities and Challenges

Lasallian Catholic Identity

The next President will preserve and advance the school's unique qualities of a diverse and caring community established by the De La Salle Christian Brothers. The President will maintain and model its Lasallian Catholic ethos and will promote a strong understanding of the identity of Christian Brothers High School as a Lasallian Catholic school and ensure continued formation in the Lasallian charism.

School Community

Christian Brothers High School thrives on a dedicated and professional faculty and administration who fully embrace its Lasallian Catholic mission. The next President will lead by engaging and mobilizing this talent to uphold academic excellence and innovation, foster professional growth, and build strong, accountable teams. The President will nurture a strong sense of community, ensuring that all staff embody the core values of the Lasallian charism, sustaining Christian Brothers' distinctive culture.

Institutional Advancement

Christian Brothers High School benefits from an exceptional reputation in the Sacramento community. To ensure the long-term sustainability of Christian Brothers High School, the President must prioritize community outreach, fundraising, and alumni engagement. These efforts are essential to strengthening the school's reputation, supporting enrollment growth, securing vital resources, and fostering meaningful alumni involvement that benefits the institution.

Strategic Planning

Christian Brothers High School is in the midst of the implementation of its current Strategic Plan, [A Vision for Our Future](#), implemented in 2022. Designed to span five years, the plan was developed in collaboration with a wide variety of community stakeholders and encompasses nine major goal areas. The school's Educational Visioning Committee meets early in the school year to review and provide feedback on actions planned for the coming year, and in late spring to review outcomes associated with the actions in each of the goal areas. The new president will monitor and continue implementation, ensuring that the current plan is meeting the established goals and objectives with the intention of developing the subsequent long-term strategic plan.



Qualifications and Personal Attributes

Christian Brothers High School is seeking a Catholic, mission-driven servant-leader who skillfully and enthusiastically communicates and builds meaningful relationships with a diverse community and engenders, sustains and demonstratively furthers interest in, affinity for, and support of Christian Brothers High School.

This individual is a visionary, dynamic, and entrepreneurial leader who deeply understands and believes in the value of a high-quality college-preparatory education for young people and creates a culture of excellence, collaboration, and inclusivity for faculty, staff, students, families, alumni, and the greater community.

The next president of Christian Brothers will embrace, model, and forward the mission and core values of Christian Brothers High School as the leader of a Lasallian Catholic school.

The Board of Trustees and the Christian Brothers High school community are seeking candidates who have the experience, skills, and competencies that include all or most of the following:

- Knowledgeable and practicing Catholic with a thorough understanding of Catholic school philosophy, committed to modeling the values of Catholic educational leadership and embracing a role, when called upon, as a spiritual leader.
- Willing to deepen their own Lasallian identity by participation in Lasallian formation.
- Master's degree, or equivalent experience, in Educational Administration, Business Management, or a related field.
- Proven visionary leadership and management experience, with the ability to address immediate organizational needs while pursuing long-term goals, empowering teams, and holding them accountable for performance.
- Strong business acumen, including expertise in financial management, strategic and annual planning, and operational oversight.
- Exceptional communication and interpersonal skills, with a proven ability to inspire and engage diverse stakeholders, including administration, faculty, parents, students, community members, alumni, and the Board of Trustees.
- Demonstrated success in philanthropy and fundraising, with the ability to cultivate donor relationships, secure major gifts, and generate revenue to support the school's mission.
- Skilled in marketing the school's strengths, building strong community relationships, and fostering alumni engagement to enhance philanthropic support.
- Ability to establish creative and mutually beneficial partnerships with philanthropic organizations, corporate sponsors, and nonprofit entities.



Professional Experience

The next President of Christian Brothers High School will bring proven experience and accomplishments, including:

- **Leadership of Non-Profit School or Organization**—Successfully led a non-profit school or similar organization with confirmed experience in supervision, management, and coaching personnel, short- and long-term strategic planning and implementation, used data and metrics for informed decision making, collaborated effectively with a board or similar governing body, and served as a positive and enthusiastic community representative promoting organization’s mission.
- **Fundraising and Development**—Demonstrated significant success in fundraising, development, and advancement in a mission-centered high school or similar organization.
- **Financial Management**—Established a strong history of effective financial management to include short- and long-term budget planning, development, and monitoring. Consistently utilized mission-centered goals and metrics to monitor and report financial performance.
- **Strategic Communication**—Developed and managed impactful and effective oral and written communications for diverse purposes, audiences, and platforms, ensuring appropriate, timely, professional, and mission-aligned messaging.
- **School Operational Leadership**—Led or demonstrated a deep understanding of high school operational systems while prioritizing student needs and outcomes in a college preparatory program of instruction and learning.

Leadership Competencies

- Effectively represents the De La Salle Christian Brothers and the Catholic Church with integrity and alignment to their mission and values.
- Understands, creates, and sustains a high-trust environment across diverse stakeholder groups through transparent and respectful engagement.
- Demonstrates enthusiastic, positive and effective interpersonal skills while embodying the principles of servant-leadership.
- Serves as a “brand ambassador” for the school, its stakeholder groups, and the greater Sacramento community.
- Utilizes the power of collaborative and inclusive input into decision-making processes and clearly communicates the structures and responsibilities involved.
- Builds, coaches, and empowers high-performing teams while ensuring accountability for outcomes and adherence to goals.

Education

Master’s degree in educational leadership, business management, or a related field.

Learn More

Click on the links below to learn more about Christian Brothers High School.

[School Website](#)

[Strategic Goals](#)

[School History](#)

[Portrait of a Graduate](#)

[Diversity and Inclusion](#)

[About Sacramento, California](#)



To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

Barbara Daush

Senior Consultant and Catholic Schools Practice Leader
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Michael Truesdell

Senior Consultant
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The full-time equivalent salary range for this position is \$250,000-\$300,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.