

CANDIDATE PROFILE  
**FOUNDING PRESIDENT/CEO**  
**CHARLESTON, SC**

Start date January 2025

***This is an exciting executive position for a mission-inspired leader who is open to new opportunities and challenges. Leaders from a wide variety of professional backgrounds are encouraged to apply. A candidate's professional path does not need to be in education, but s/he must believe that education has the power to transform lives.***

### **CRISTO REY NETWORK'S MISSION**

Cristo Rey Schools are college preparatory, Catholic schools for students of all faiths. They exclusively serve students with limited economic resources and provide access to college through a unique model that integrates rigorous academic curricula with four years of professional work experience.

### **ABOUT THE CRISTO REY NETWORK**

Succeeding in today's world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. By bringing schools, businesses, and communities together the Cristo Rey Network opens doors for students from diverse families of limited economic resources to fulfill their dreams. The Network's 40 high schools serving 12,350 students across the U.S. are empowering student formation through the integration of rigorous college preparatory academics, four years of professional work experience, support to and through college, and Catholic educational values.



Cristo Rey students across the country earned nearly \$76 million towards their own private education costs through corporate jobs in the Corporate Work Study program. Their success continues onward through college. Cristo Rey graduates are three times more likely to complete a bachelor's degree within six years at rates nearly three times higher than their demographic peers.

The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly – in life.

To learn more about the Cristo Rey Network, visit [www.cristoreynetwork.org](http://www.cristoreynetwork.org).

## **THE CRISTO REY NETWORK'S MISSION EFFECTIVENESS STANDARDS**

1. A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.
2. A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.
3. A Cristo Rey school is family centered and plays an active role in the community.
4. A Cristo Rey school prepares all students to enter and graduate from college.
5. A Cristo Rey school requires participation by all students in the Corporate Work Study Program.
6. A Cristo Rey school incorporates the learning present in its work program, classroom, and extracurricular experiences.
7. A Cristo Rey school has effective administrative and board structures and complies with applicable state and federal laws.
8. A Cristo Rey school is financially sound.
9. A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.
10. A Cristo Rey school is an active participant in the Cristo Rey Network.

## **AN INNOVATIVE FUNDING MODEL**

The Corporate Work Study Program (CWSP) is an innovative and transformative model wherein students work one day per week, every week throughout the academic year to offset the cost of their private college preparatory education. The CWSP is more than just a means to cover education costs. It is a transformative journey that opens doors to a brighter future, breaking the cycle of limited opportunities and paving the way for Cristo Rey students to achieve their dreams.

The financial model of Cristo Rey schools is structured such that, when the school has reached full enrollment, fees from the CWSP (paid by employer sponsors) are expected to cover approximately 50% of a student's tuition and generous benefactors (and potentially school vouchers) will contribute approximately 40%. Cristo Rey families will be asked to contribute what they can afford, covering approximately 10% of a student's tuition.

The CWSP operates as a separate entity, acting as a temporary employment agency within the school. It shares common board governance and management with the school.

## **ABOUT CRISTO REY CHARLESTON HIGH SCHOOL**

The Cristo Rey Network has a proven framework to assess whether there is a need for a Cristo Rey school in a city, and whether the local community can support a Cristo Rey school. Cristo Rey Charleston's Feasibility Study has identified a compelling need and sufficient community support. The Diocese of Charleston continues to support the Feasibility Study.



Cristo Rey Charleston will be a coed, Catholic, college preparatory school that will serve students from families with limited economic resources. Though Cristo Rey Charleston will be guided by Catholic faith and values, the school welcomes students of all faiths and will open the minds of students to an appreciation of, and respect for, all of the major world religions.

In September 2024, Metanoia and Cristo Rey Charleston announced a preliminary agreement to modernize the historic Old Chicora Elementary School in North Charleston as Cristo Rey Charleston's permanent home.

Improvements will begin in early 2025 in preparation for welcoming Cristo Rey's inaugural freshman class in the Summer of 2026.

Local community leaders who are passionate about Cristo Rey Charleston have been volunteering their time to engage with the community. They have hosted information sessions with prospective families. They have begun fundraising, and they have secured commitments from dozens of Corporate Partners throughout the Charleston community.

To learn more about the school, visit [www.cristoreycharleston.org](http://www.cristoreycharleston.org).

## ABOUT THE POSITION

The Founding President/CEO of Cristo Rey Charleston will be critical in establishing the culture of the school as well as its role in the greater Charleston community. In alignment with the Cristo Rey Network and the Cristo Rey Charleston Board of Directors, the Founding President/CEO will be responsible for hiring the initial leadership team in 2025. S/He will take an active leadership role in the launch phase, completing the Cristo Rey Network's Quarterly Benchmark formation process so that the school can welcome its first students in the Summer of 2026.

This President/CEO's role is largely external facing and forward looking. S/He will be expected to be a high-profile ambassador for Cristo Rey in the Charleston business, philanthropic, and faith communities. S/He will focus on community engagement, fundraising, strategic planning, organizational development, and financial sustainability. As a school that serves only students with limited economic resources, the President/CEO will lead a substantial ongoing fundraising and corporate sponsorship recruitment effort every year to secure resources.

The President/CEO will be hired by, and report to, Cristo Rey Charleston's Board of Directors. Cristo Rey Charleston uses the President-Principal model of leadership, wherein the President/CEO will lead a team that includes the following direct reports: Principal, Director of Development, Director of Corporate Work Study Program, Chief Financial Officer, Director of Recruitment, and Director of Campus Ministries.

The President/CEO will inspire organizational and professional confidence from a wide variety of stakeholders. Her/His primary relationships include business, religious, and civic leaders; donors; the Cristo Rey Network; the sponsoring religious order, senior school administrators; and board members. In the President-Principal model, the Principal's primary relationships include faculty, students, and parents.

## CAREER PATH

The Cristo Rey Network has found that successful schools are led by leaders with broad institutional- and executive-level experience from a wide variety of fields. Experience in Catholic education is desirable, but not required. Candidates demonstrating organizational leadership and chief executive skills (especially in a start-up organization) from nonprofit, business, health care, social services, public service, military, and other fields are encouraged to apply.



## STATEMENT OF NONDISCRIMINATION

Cristo Rey Charleston High School is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability or any other category protected by federal, state, or local law in the administration of any of its educational programs and activities with regard to employment.

## QUALIFICATIONS

- Practicing Catholic preferred. Faith-filled leaders of other faith traditions will also be considered.
- Bachelor's degree required.

## PROFESSIONAL SKILLS / SENIOR EXPERIENCE

- Effective and inspirational communicator, both oral and written
- Terminal decision-making authority, ideally in a nonprofit or educational environment
- Creating, articulating, and implementing a vision
- Financial acumen, including annual and multi-year budget development
- Business development, organizational growth, and start-up experience
- Philanthropic fundraising
- Strategic planning, ideally within a start-up environment
- Building and inspiring a senior leadership team
- Networking and maintaining relationships with a wide range of stakeholders
- Working with families with limited economic resources
- Working with communities of color
- Nonprofit board governance

## LEADERSHIP / PERSONAL QUALITIES

- Uncompromising character and integrity
- Strong moral compass, rooted in religious faith
- Servant-leader mindset
- High emotional intelligence, strong interpersonal skills
- Disciplined, focused
- Organized
- A bridge-builder who is involved in her/his civic community
- Authentic commitment to living a life that embraces and celebrates diversity, equity, inclusion, and belonging
- Passionate about education as a means of transforming lives
- Navigates comfortably and credibly between academic and corporate environments
- Knows how to collaborate and when to be decisive

## COMPENSATION

**\$195,000 - \$230,000 based on experience.** Additionally, the Board of Directors is considering a bonus structure. Benefits include health care and retirement.

## APPLICATION PROCESS

A Search Committee of local leaders has been established to help promote this opportunity in the community. Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process. Interviews will take place in late November and early December.

**Applications are due by November 8.**

Inquiries and applications may be directed to:

**Lorcan Barnes, President of Lester Consulting Group, Inc.**  
[CristoReyCharlestonPresidentSearch@lcfginc.net](mailto:CristoReyCharlestonPresidentSearch@lcfginc.net)  
**(916) 826-5703**

To apply, please submit, as **one (1)** pdf:

1. A cover letter,
2. Your resume,
3. Four professional references (will only be contacted if a candidate is advanced as a semi-finalist,) and
4. A **one-page** essay responding to **one (1)** of the following prompts:
  - Describe how your personal values and professional experience align with the Cristo Rey Network's mission.
  - Describe a life experience (personal or professional) that compels you to be a champion for students with limited economic resources.
  - Describe a situation where you have led a team to embrace a shared vision and take action. What did you learn about yourself in this experience?

