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About the Cristo Rey Network

History of the Cristo Rey Network

When Cristo Rey Jesuit High School in Chicago opened under the leadership of John P. Foley, S.J. in 1996, it introduced a highly innovative integration of academic and professional experience to Catholic secondary education in the United States. The model had immediate appeal, first to Catholic educators across the country and soon after to prominent philanthropists committed to educational reform.

Through the talent and commitment of local communities and generous and enthusiastic support from philanthropic investors, the Cristo Rey Network has grown over the last 20 years from a single school to a national network of 37 schools, 13,000 students, 18,000+ graduates and nearly 3,500 partners. During a period when traditional Catholic schools were shuttering their doors at an alarming rate, the Cristo Rey Network has grown into the largest network of high schools in the country that exclusively serves students from economically challenged backgrounds.

Cristo Rey Network Mission Statement

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. We partner with educators, businesses and communities to enable students to fulfill their aspirations for a lifetime of success.

As a member of the Cristo Rey Network, a Cristo Rey school:

- Is explicitly Catholic in mission and enjoys Church approval.
- Serves only students from economically disadvantaged backgrounds and is open to students of various faiths and cultures.
- Is family centered and plays an active role in the local community.
- Prepares all students to enter and graduate from college.
- Requires participation by all students in the Professional Work Study Program.
- Integrates the learning present in its work program, classroom and extracurricular experiences for the fullest benefit of its students.
- Has effective administrative and board structures and complies with all applicable state and federal laws.
- Is financially sound.
- Supports its graduates’ efforts to obtain a college degree and enter post-college life as productive, faith-filled individuals.
- Is an active participant in the collaboration, support, and development of the Cristo Rey Network.
About Cristo Rey Columbus

Cristo Rey Columbus High School (Cristo Rey) is a Catholic, college-preparatory high school for students of all faiths from families in need of an affordable education. It is co-educational and serves students of diverse backgrounds. Cristo Rey helps students grow intellectually, academically, spiritually, socially, and morally.

Opening in 2013, Cristo Rey Columbus is the 26th Cristo Rey Network high school in the United States. Each of the first three graduating classes earned 100% acceptance to a college. In addition, this year’s 2019 graduating class also earned a record of over $8 million in merit-based scholarships.

Professional Work Study Program

Cristo Rey's Professional Work-Study Program ("PWSP") is an integral part of the school’s strategy. Through PWSP, students work five days a month in a professional setting such as law firms, hospitals, banks, insurance companies, nonprofits and government entities. Through this work, students cover almost half the cost of their education and they obtain a tremendous experience and education being mentored by professionals in our community.

It is Cristo Rey’s aspiration that all students graduate from high school and college and become future leaders in the public and private sector, in corporations, service organizations, their own faith institutions, and the community at large.

With Support of the Catholic Diocese of Columbus

Bishop Robert Brennan and the Catholic Diocese of Columbus are sponsors of Cristo Rey Columbus High School. Cristo Rey Columbus continues in the tradition of the Catholic Church by educating those most in need. With support of the Diocese, philanthropy, and tax credits, the school acquired and renovated a historic building in downtown Columbus. In 2014, the school moved into its new home with a capacity for over 425 high school students and the faculty and staff to serve them.
Introduction of Opportunity

First and foremost, Cristo Rey Columbus seeks a President who demonstrates commitment to education – particularly for traditionally underserved students – and passion for the distinct mission, values, academic standards and Catholic identity of Cristo Rey.

Through transparent and frequent communication, this leader of absolute integrity will instill confidence and build trust with a broad base of internal and external stakeholders. She/he will leverage their proven fundraising and/or revenue generating success to ensure the sound financial standing and sustainability of the school.

As an innovative administrator and role model of the highest level of ethical and professional behavior, the next President will recognize, attract, mentor, develop and empower talented faculty and staff to drive the success of the students. This leader will also partner with a diverse Board of Trustees (Board) to advance priority initiatives.

This engaged and intellectually-curious leader will seize opportunities and anticipate challenges, facilitate sound and thoughtful decision-making, exhibit political savvy and celebrate the achievements of this distinctive school. She/he will ensure an inclusive environment that ensures all demographics associated with Cristo Rey thrive.

Based on this desired persona, the Cristo Rey Search Committee has outlined the following priorities and responsibilities for the role:

Mission-Driven Servant Leadership

As a faithful, practicing Catholic, the next President will be an inspirational and compassionate leader who will partner with the Board and Cristo Rey Leadership team to define and drive a focused strategy that further uplifts the diverse student community served by Cristo Rey. Confident, but humble, this leader will serve with integrity and promote the organization’s immediate educational outcomes while driving toward longer-term goals with buy-in from all stakeholders.

- Design and oversee the execution of an agile plan that supports the school’s educational mission with a special emphasis on the building and leading of the special culture of the school.
- Ensure organizational outcomes are in alignment with Cristo Rey’s mission, vision, value statements, brand, service standards, confidentiality standards and policies and procedures.
- Serve as the school’s liaison to the Cristo Rey Network and follow the 10 Cristo Rey Network mission Effectiveness Standards and Mission Statement.
- Foster a culture of inclusion and opportunity that enables students, staff and other Cristo Rey stakeholders to thrive.

Community Connector

The next President is responsible for the overall impact of Cristo Rey on the community. She/he will further establish and build relationships with top leaders in the community, including those representing religious, business, government, labor and non-profit sectors.

- Represent the school internally and externally; communicate the mission and programs of Cristo Rey to the school’s various publics.
- Work with parent groups and represent the school at civic, religious and public functions.
- Elevate Cristo Rey’s profile and reputation in the community so Cristo Rey is seen as a contemporary leader in youth development and education.
Resource Development

The President is the primary steward of the work study partners and the highest-level donor relationships. She/he will educate and inspire support across the community in addition to raising funds for Cristo Rey.

- Identify, cultivate and solicit prospective new work study partners and donors; provide support and leadership in the ongoing efforts to retain current corporate job sponsors.
- Drive key results in fundraising (including a fundraising campaign, events, and planned and deferred giving).
- Leverage personal and professional contacts and relationships into fundraising opportunities.
- Promote a culture of fundraising in the organization, both at the staff and board level.

Organization Management and Strategic Execution

The President will be an inspirational, mission-focused leader who communicates transparently and creates a high performance and inclusive culture characterized by communication, collaboration and trust. She/he is accountable for building and leading high-performing teams to achieve both the expected organizational and educational outcomes.

- Directly supervise senior leadership positions and establish individual goals to meet organization’s objectives within budget parameters; ensure all teams are aligned and collaborating.
- She/he will empower the team to innovate within an accountable organization working to achieve clear and stated priorities.
- Partner with the Principal to continue the culture of discipline around data-driven decision making and utilize data and technology to guide the organization’s planning, goal setting, execution and outcome accountability.
- Pursuant to the Board-approved budget, provide final approval for financial affairs, including the management and use of scholarship and endowment funds, tuition and fee schedules, debt service and bank negotiations.

Board Engagement

The President will optimize engagement of the Board of Trustees with focused and relevant communications and meeting agendas. The president will follow up/through on all resulting actions to enable a sustainable, well governed organization.

- Partner with the Board to execute a strategic plan that supports the agreed upon vision, yet enables the organization to easily adapt to change as necessary.
- As appropriate, join the Board in the recruitment and onboarding of new members to complement the organization’s governance, diversity and leadership needs.
- Be transparent, timely and concise in communication to and from the Board.
Key Attributes and Qualifications

Desired Attributes

- Accessible
- Agile
- Business Acumen
- Collaborative
- Committed
- Courageous
- Culture Champion
- Externally Focused
- Financially-Savvy
- Fundraiser
- High-energy
- Honest/Transparent
- Inclusive

- Mission-Centric
- Nimble
- Open and Inviting
- Organized
- Passionate
- People Developer
- Relationship Builder
- Relatable
- Steady
- Strategist
- Team Builder
- Trusting and a Listener

Key Qualifications

- Faithful Catholic.
- Bachelor’s degree and, preferably, a graduate degree.
- Unquestionable integrity.
- Educational sensibilities and perspective necessary to validate his/her leadership in a school.
- Strategic planning experience and execution capabilities.
- Strong budget management skills.
- Critical thinking and problem-solving skills, including evidence of enhancing an organization’s financial strength and sustainability.
- Diverse experience with people of limited income.
- Proven fundraising and/or revenue generating success, preferably in the non-profit sector and with foundations.
Cristo Rey Columbus Board and Leadership Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Organization/Position</th>
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</thead>
<tbody>
<tr>
<td>Dianne Grote Adams</td>
<td>Safex, Inc.</td>
</tr>
<tr>
<td>Deacon Thomas M. Berg, Jr.</td>
<td>Chancellor, Diocese of Columbus</td>
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<tr>
<td>The Most Reverend Robert Brennan</td>
<td>Bishop, Diocese of Columbus</td>
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<tr>
<td>Camille Craig</td>
<td>Encova</td>
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<tr>
<td>Adam Dufault*</td>
<td>Superintendent, Diocese of Columbus Schools</td>
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<tr>
<td>Mark Corna</td>
<td>Corna Kokosing Construction (Retired)</td>
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<tr>
<td>Latrice Johnson</td>
<td>Cardinal Health</td>
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<tr>
<td>Sheila Gartland</td>
<td>Vorys</td>
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<tr>
<td>Steve Kennedy, Board Chair</td>
<td>Entrepreneur</td>
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<tr>
<td>Dave McCurdy</td>
<td>Kimball Midwest</td>
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<tr>
<td>Sam McDaniel</td>
<td>Three Hands LLC</td>
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<tr>
<td>Lucia McQuaide</td>
<td>Diocese of Columbus Schools (Retired)</td>
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<tr>
<td>Terri Meldrum</td>
<td>Ohio Health</td>
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<tr>
<td>Jason Moore</td>
<td>Entrepreneur</td>
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<tr>
<td>Tom Poole</td>
<td>Huntington Bank</td>
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<tr>
<td>Barbara Radous</td>
<td>AEP (Retired)</td>
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<tr>
<td>Mark Ryan</td>
<td>BeecherHill</td>
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<tr>
<td>Claudia Weisberg</td>
<td>Community Volunteer</td>
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*Ex-Officio

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<tr>
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<tr>
<td>Jim Foley</td>
<td>President</td>
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<tr>
<td>Shelby Fischer</td>
<td>Co-Principal</td>
</tr>
<tr>
<td>Patrick Hickman</td>
<td>Co-Principal</td>
</tr>
<tr>
<td>Somers Martin</td>
<td>PWSP Director of Sales</td>
</tr>
<tr>
<td>Kristin Mutchler</td>
<td>PWSP Director of Operations</td>
</tr>
<tr>
<td>Megan Devring</td>
<td>Admissions Director</td>
</tr>
<tr>
<td>Linda Silva</td>
<td>Director of Advancement</td>
</tr>
</tbody>
</table>
Columbus, one of the fastest growing cities in the country, offers the amenities of a big city with the accessibility, charm and community of a small town. As the 14th largest city in the country, right behind San Francisco, Columbus boasts renowned culinary, fashion, music and entertainment scenes, exciting collegiate and professional sports and a vibrant, entrepreneurial spirit. With a burgeoning downtown and a diverse array of welcoming neighborhoods, it’s a great place to live, work, play and raise a family.

**Dynamic Communities**
The region offers a wide variety of housing options, from charming historic neighborhoods and downtown lofts to new suburban developments and multi-acre living just beyond the city limits. Nearly 70% of Columbus residents earning the median income can afford home ownership – an incredible number compared to Chicago’s 47% or New York’s 57%.

**Diverse, Strong Economy**
Columbus ranks seventh in economic strength among the 102 largest metropolitan cities in the country. Columbus benefits from a dynamic yet stable economy, with a collaborative business environment earning it recognition as one of the top metros for job creation. As an emerging tech city, its research and technology institutions attract the brightest minds from around the world.

**Arts and Culture**
Fueled by a workforce more educated than the national average, Columbus has an energy that radiates throughout thriving industries, communities and educational institutions. Art lovers will savor the collections at the Columbus Museum of Art and revel in Gallery Hop, a monthly celebration of culture in the Short North Arts District.

**Education**
The Columbus region’s K-12 education options include U.S. News & World Report top-ranked high schools as well as U.S. Department of Education Blue Ribbon schools. The region has excellent public schools, 140 private institutions and 54 higher education campuses, with nearly 150,000 college students.

**Highlights**
- A Top 50 Cities in America city (Bloomberg Businessweek)
- One of the Top 7 Intelligent Communities in the World (Intelligent Communities Foundation)
- Cost of living is 11% lower than the national average
- Ranked #7 Best City for Young Professionals (Forbes.com)
- Ranked first in the nation for public library system, museum of art, zoo and aquarium and COSI science center
- Second shortest average commute of any metropolitan area with over 500,000 people
- Number two best city in the nation for African American families
- Top 10 best city for female entrepreneurs
- 87 miles of bike lanes, paths and trails

Learn more about Columbus at [www.experiencecolumbus.com](http://www.experiencecolumbus.com)
Process of Candidacy

BeecherHill is pleased to partner with the Cristo Rey search committee and Board of Trustees on this critical search. All Cristo Rey staff are required to submit for both BCI and FBI background checks and must attend “Protecting God’s Children.” Please submit nominations, referrals and resumes with preferred contact information to our Firm:

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Nate Schott
Email: cristoreypresident@beecherhillsearch.com

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