



CHRISTIAN BROTHERS ACADEMY
Lincroft, New Jersey

PRESIDENT

Start Date: Summer 2022

cbalincroftnj.org



Carney
Sandoe
& ASSOCIATES



CHRISTIAN BROTHERS ACADEMY

Mission

The mission of Christian Brothers Academy is to develop intellectually mature and morally responsible leaders. Drawing from the ethos of the founder of the Christian Brothers and the patron saint of teachers, St. John Baptiste de La Salle, Christian Brothers Academy not only imparts knowledge but transforms adolescent boys into Christian gentlemen of strong moral character who are aware of the larger world and ready to serve society. Excellent academics and diverse extracurricular programs are invaluable parts of this mission, but it is the totality of education, the development of the whole person - spirit, mind, and body - that Christian Brothers Academy is uniquely suited to provide.

OVERVIEW

Christian Brothers Academy is an independent, Lasallian, college-preparatory school providing a contemporary and balanced Catholic education for young men. Students are provided a rich and rigorous curriculum, programs of spiritual formation, and a broad range of academic, athletic, and cultural offerings to become intellectually mature and morally responsible leaders for the Church and society.

Christian Brothers Academy, located in the Lincroft section of Middletown Township, is one of approximately 50 secondary schools in the prominent Lasallian network nationwide. While some are diocesan or parish-owned, Christian Brothers Academy is sponsored directly by the Brothers of the Christian Schools and governed by a Board of Trustees composed of Brothers and lay persons. As with all Catholic institutions in the region, CBA is accountable to the Diocese of Trenton for the authentic way it educates students in the Catholic faith, but otherwise, is governed and operated independently.

Christian Brothers Academy seeks a dynamic and faith-filled leader as its next president starting July 2022. The school operates in the President/Principal Leadership Model. The prior president of the school, a Lasallian Brother, was reassigned by the Provincial and another Brother has been appointed as Interim President while the board completes its search for a Permanent President. Although the search will be inclusive and national in scope, it is quite possible that the school will transition to lay leadership for the first time in its distinguished history.

At a Glance

Founded: 1959

Total students: 876

Percentage of non-Catholic students: 13%

Students of color: 10%

Total faculty: 73

Faculty with advanced degrees: 75%

Student/teacher ratio: 12:1

Financial aid budget: \$1.1 million

Students receiving aid: 15%



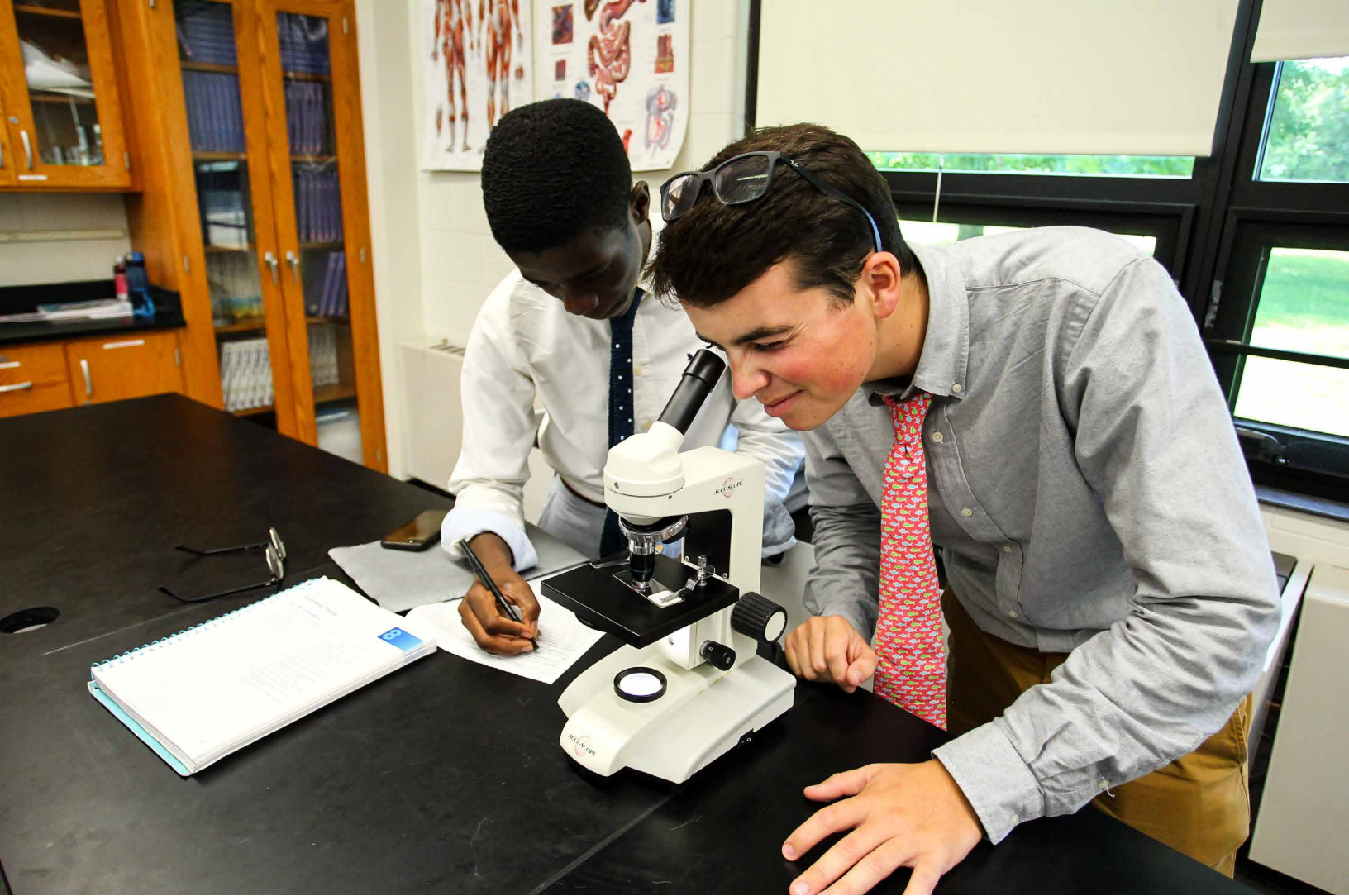
The successful candidate will be an experienced educational leader devoted to the school's mission and programs and capable of serving in the critical role of spiritual leader for the community. This is an exceptional opportunity to lead a prominent college preparatory school with deep ties to its community and a commitment to its powerful Lasallian values and traditions.

THE SCHOOL

Christian Brothers Academy is a private, all-boys, Catholic, academic preparatory school for grades nine to twelve. Founded in 1959 and taught in the Lasallian tradition, CBA is dedicated to helping students become intellectually mature and morally responsible leaders for society. CBA provides students with an academically rigorous curriculum, programs of spiritual formation, and a broad range of academic, athletic, and cultural activities.

Originally the Whitney family's Greentree Stables, the land for Christian Brothers Academy was purchased in 1959 by three laymen, George Sheehan, Peter Fleming, and John Henderson, who saw the need for an all-boys, Lasallian preparatory academy in Monmouth County. The school opened for the first time in September 1959 and was blessed by the Bishop of Trenton on October 11, 1959.

Today, Christian Brothers Academy encourages students to strive for academic excellence, build faith, learn to serve others, and pursue interests with diligence. CBA believes a complete education is one that integrates strong religious values, an understanding of personal integrity, and high standards of moral education throughout the curriculum and is fundamental to sustaining a just society.



The Academy offers a core curriculum and course electives that are mindful of current standards and develops the human and Christian person spiritually, intellectually, emotionally, socially, and physically. CBA also provides a wide array of co-curricular and extracurricular activities to choose from, all of which remain rooted in the Lasallian tradition. CBA's focus remains on creating tomorrow's leaders while helping facilitate the friendships amongst classmates that will last a lifetime.

Christian Brothers Academy has the distinction of being directed by the Brothers of the Christian Schools, a religious teaching order of Brothers in the Roman Catholic Church. Founded in Rheims, France in 1680 by Saint John Baptist de La Salle, the Brothers have a three-centuries-old tradition of directing schools and being involved in other educational enterprises. Presently, the Brothers conduct schools in eighty-four countries throughout the world. The Brothers are lay religious (not priests) who profess vows of poverty, chastity, obedience, service to the young through education, and fidelity to the call of their brotherhood. Working in close collaboration with the Brothers is a group of dedicated lay partners who bring to the Academy a wealth of expertise and experience. Christian Brothers Academy is enriched by their presence, by their talents, by their commitment to a Christian way of life, and by their support of the ideals of the Brothers' schools.

Christian Brothers Academy is accredited by the Middle States Association of Colleges and Secondary Schools.



ACADEMICS

Over three centuries ago, St. John Baptist de La Salle founded the tradition of the Brothers of the Christian Schools. De La Salle was an educational innovator who saw that all children deserved to be enlightened. He developed instructional techniques that continue to be used today in schools like Christian Brothers Academy. One of the basic commitments of Lasallian education is the devotion to a comprehensive education.

The teachers and administrators at Christian Brothers Academy understand that learning is more than a collection of facts and figures. Although students' academic achievements are highly prioritized, elevating the importance of grades on a report card over the greater value of what students learn is never the goal at CBA. The most important lessons that graduates take with them are never the specific details of a multiple-choice test or short answer response. The time spent at CBA is a valuable period of growth and self-discovery. It is the school's expectation that by making honorable, balanced decisions in regard to their academic studies, our students will learn to make similarly sound choices in all aspects of their lives. At the Academy, the academic program exists principally to help students become young men of Christian maturity and responsible character.

College Matriculation

Graduates from the classes of 2017-2021 attended the following institutions, among others:

American University
Berklee College of Music
Boston College
Boston University
Brown University
California Polytechnic University,
San Luis Obispo
Carnegie Mellon University
Catholic University of America
University of Chicago
Clemson University
College of the Holy Cross
Columbia University
Cornell University
Dartmouth College
Duke University
Emerson College
George Washington University
Georgetown University
Georgia Institute of Technology
Harvard University
Johns Hopkins University
Loyola Marymount University
Loyola University: Chicago,
Maryland, New Orleans
Massachusetts Institute of
Technology
New York University
Northwestern University
University of Notre Dame
Princeton University
Purdue University
Rutgers University
Syracuse University
The New School
Tufts University
University of California: Berkley,
Irvine, Santa Barbara
University of Michigan
University of Southern California
University of St. Andrews
Vassar College
Vanderbilt University
Yale University

See the full list [here](#).



The well-rounded academic curriculum at the Academy is one of the pillars upon which the CBA tradition has been built. Students will be challenged in a manner that promotes critical thinking, self-reliance, and accountability. Christian Brothers Academy engages students in a rigorous program of study that includes 23 AP, 44 honors and accelerated courses. Students are provided with a rigorous curriculum consisting of core classes in English, history, math, science, computer science, theology, and world languages. Students are able to earn Manhattan College credits by taking Manhattan College-approved courses in the CBA curriculum. CBA students take these classes at CBA, and they are taught by CBA teachers who have been vetted and approved by department chairs at Manhattan College.

College Guidance Counseling

As students navigate the college application process in their junior and senior years, they are given individualized support. Each young man is guided in the best possible way for his particular needs and concerns and is encouraged to seek information, examine alternative routes of action, and assume responsibility for making his own post-graduate plans and decisions. Above all, the mission of the Guidance Department remains to help every young man discover and develop the talents and gifts that God has given him.



THE ARTS

Christian Brothers Academy believes the arts are an essential part of the education and development of every individual. Through performing ensembles, theatre, art, dance, and coursework, students are given the freedom to express themselves and the guidance to grow as artists. Elective classes in both music and theater allow our students to explore interests outside of the standard classroom setting. In addition to completing a required sophomore music class, students are given the opportunity to pursue a wide range of musical options, including choir, jazz combo & ensemble, pep band, music ministry, bagpipes & drums club, orchestra, and a rock ensemble.

CBA also has an award-winning, student-run theatre production company, Pegasus Production Company. Both experienced actors and those who have never been on stage are welcome to try out for any part in productions. Females from the surrounding local high schools are encouraged to join the Company for a unique opportunity to be part of Christian Brothers Academy. Unlike most high school level programs, Pegasus is a truly student-run initiative. Every aspect, from set design and construction, to costumes and lighting, to sound and even production tech is managed entirely by the students. Pegasus received three Basie Nominations for their work in 2019 and had three students qualify for the National Thespian Festival.



ATHLETICS

Christian Brothers Academy challenges students to become intellectually mature and morally responsible leaders for society each and every day through countless activities and opportunities. In staying true to the Lasallian principles of educating the mind, body, and spirit, athletics play a critical role in molding well-rounded young men who are prepared for college and the world that lies beyond. Athletics, especially at a unique institution like Christian Brothers, can be an effective vehicle that reinforces the mission of the institution and proudly displays and advances it.

The CBA interscholastic athletic program, which is comprised of nearly 700 student athletes, provides opportunities for students to compete successfully and with pride. Fall sports include crew, cross country, rugby, sailing, and soccer. In winter, student athletes can compete in basketball, bowling, fencing, ice hockey, indoor track, swimming, wrestling. Spring sports include baseball, crew, golf, lacrosse, outdoor track, rugby, sailing, tennis, volleyball.

SCHOOL LIFE

Christian Brothers Academy prides itself on educating the entire person: spiritually, mentally, and physically. As such, the school places great value in the vitality of the Student Life Programs, which cover a diverse and ever-growing number of extracurricular and co-curricular activities.



Clubs and activities at CBA focus on imparting Christian values: ethical decision-making, self-discipline, responsibility, and awareness of our global community. Students can pick from a wide range of activities including competitive clubs such as chess team or robotics; intramural and club sports such as flag football and surf team; social/cultural clubs such as film club, Spanish club, and Ski club; student publications including the yearbook and literary journal; and various service organizations. The Campus Ministry Program and service for others is also central focus at CBA. Students have numerous opportunities to be involved in Campus Ministry through school masses, Lasallian Youth, and Service Immersion Trips.

Service Program

CBA students are encouraged to give back. The Brother Joseph Miggins Service Program is meant to inspire Academy men to become true community leaders through service for others. The heart of the Gospel, “Do unto others as you would have them do unto you,” serves as the guiding principle. The program’s goal centers on expanding each student’s perspective of the world, those in it, and connecting them with the truly needy; those who seek a more human quality of life. To graduate, each Academy man is required to complete a minimum of 50 service hours. Additionally, every student must meet the service hour minimum requirement each year for their specific class year.



CAMPUS

Christian Brothers Academy is located on a 157-acre campus home to well-equipped classrooms, state-of-the-art library, fitness center, athletic areas, and performing arts spaces. The Shaheen Music Wing for Performing Arts serves as the hub for the performing arts groups. Facilities include a practice room equipped with pianos, amplifiers, and drums, as well as several larger rooms for ensemble rehearsals.

MIDDLETOWN TOWNSHIP, NEW JERSEY

Christian Brothers Academy is located in Lincroft, an unincorporated community within Middletown Township, in Monmouth County, New Jersey. With a population of around 66,000, Middletown Township is one of the oldest sites of European settlement in New Jersey.

Located between Sandy Hook Bay and the Navesink River, Middletown is a bedroom community of New York City. Due to its low crime, easy access to cultural activities in New York, great schools, affordable neighborhoods, proximity to the Jersey Shore and Raritan Bayshore, and historic suburban feel, Middletown has been consistently ranked in many publications' lists of best places to live. Middletown Township is also home to many thriving restaurants, coffee shops, and park spaces.

NJ Transit provides rail service at the Middletown station., and provides service between New York City's Pennsylvania Station and Bay Head on the North Jersey Coast Line.



PRIORITIES, OPPORTUNITIES, AND CHALLENGES

As mentioned earlier in this document, it is quite possible that the school will transition to lay leadership for the first time in its distinguished 62-year history. The board is committed to selecting the best candidate regardless of status as lay, religious, or clergy. That aside, the next president, religious or lay, will have an opportunity to build on the extraordinary momentum and impressive institutional platform and take this fine school to the next level. This school is rock-solid in every material, financial, communal, and spiritual sense. The school's magnificent 157-acre campus is undergoing a timely transformation thanks to the "Forever CBA" capital campaign and renovations. The next president will have an opportunity to complete this building project and continue the momentum.

In addition, the next president should be mindful of the following opportunities and challenges likely to be confronted:

- The CBA community is proud and passionate and includes more than 11,500 alumni and parents eager to be helpful. The next president will have an opportunity to capitalize on this deep reservoir of goodwill in achieving the ambitious goals and priorities established by the board.
- Enrollments will continue to be challenged due to the unfavorable family demographics impacting all schools in the area. The next president will need to be a high-profile, strategic leader who will raise the profile and value proposition of the school in the community while differentiating it from its many local competitors.
- This is not a business-as-usual leadership opportunity. Complacency is not an option. Despite the extraordinary success and prominence of CBA, the board seeks a leader who will create a bold new vision for the school and will inspire the community to strive for more while continuing to enrich the student experience in all facets of school life.



- The CBA faculty and staff are rightfully proud of the academic stature of the school and look forward to the next president providing continued leadership and support around emerging technologies and best practices in curriculum and pedagogy.
- The board and Brothers of the Christian Schools are deeply committed to restraining tuition growth in order to enable access for all families regardless of income or personal wealth. To achieve this vital objective, the next president will need to work closely with the board in raising needed funds for financial aid and building a strong and sustainable endowment. The timing is perfect as the first graduates of the school are retiring and entering the wealth transfer periods in their lives.
- The board and Brothers of the Christian Schools are also committed to building an inclusive and welcoming community and seek a president who will lead a diversity initiative that is harmonious, respectful, and brings people together around the core values and mission of the school.

DESIRED QUALITIES AND QUALIFICATIONS

The school operates in the President/Principal Model. In this increasingly popular leadership structure, the principal serves as the day-to-day head of academic operations, reporting to the president who functions as the chief executive officer and face of the school to the community. The president is the outward facing “Institution Builder”—fundraiser, friend raiser, and visionary—while the principal is the inward facing “Community Builder”—setting the tone, raising the standards, and holding people accountable for the quality of the student experience. To achieve the promise of the model, the president and principal must work effectively as a team, collaborating and partnering to achieve synergies and responding seamlessly to the changing needs of the institution.

This is a classic “take it to the next level” leadership opportunity. The school does not seek a change agent or disrupter but a generative, thoughtful, and visionary servant leader who will respect the past, honor the values and traditions of the school, and build on the solid institutional platform in place.

Given the current challenges and opportunities mentioned above, the president should possess the following qualities and qualifications:

- A faith-filled practicing Catholic who will embrace and promote the Catholic and Lasallian identity of the school while modeling those values in his/her daily practice.
- A fundamentally relational leader who will connect joyfully and genuinely with all constituents of the school.
- An executive with proven managerial skills who can drive the implementation of the Strategic Plan with discipline and financial rigor.
- A high-profile leader with exceptional communications and platform skills who can raise the profile and powerful value proposition of the school.
- A team builder and mentor who will recognize the critical role of all faculty and staff and celebrate their achievements in fulfilling the vital mission of the school.

Academic credentials should be appropriate for the leadership of a distinguished academic institution such as CBA, including an advanced degree from an accredited institution.

The board welcomes candidates from varied mission-critical career platforms including other Catholic, independent, or charter schools; higher education; non-profit foundations, associations, charities, and the like; as well as the corporate, civic, and professional services arenas. While deep domain knowledge of secondary education is preferred, other qualities and experiences are also greatly valued, especially visionary, entrepreneurial leadership and the ability to inspire, build high performing teams, and create demand for the unique gifts of a Christian Brothers Academy education. This is an extraordinary and truly rare leadership opportunity.

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 thoughtful cover letter expressing interest in this particular position;
- A current résumé with all appropriate employment dates;
- A one-page statement of educational philosophy and practice;
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted until a serious mutual interest is established and not without the candidate’s permission) to:

Bob Regan

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