

PRESIDENT SEARCH

BISHOP FENWICK HIGH SCHOOL AND ST. MARY OF THE ANNUNCIATION SCHOOL

Peabody/Danvers Massachusetts

fenwick.org

stmaryschoolandvers.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Bishop Fenwick Promise

The Fenwick experience is Education for Life.

At a Glance



Established
1959



Varsity sports
28



AP courses
18



Campus size
50 acres

BFHS

- Enrollment: 449
- Students of color: 67
- Communities represented: 80
- Catholic students: 358
- Total faculty: 38
- Faculty with advanced degrees: 80%
- Student/teacher ratio: 10:1
- Financial aid budget: \$3M
- Students receiving aid: Needs based 185, w/ merit 418
- Endowment: \$1.3M
- Annual operating budget: \$8.5 M

SMA

- Enrollment: 339
- Students of color: 48
- Communities represented: 50
- Catholic students: 264
- Total faculty: 36
- Faculty with advanced degrees: 42%
- Student/teacher ratio: 18:1
- Financial aid budget: \$161K
- Students receiving aid: Needs based 20, w/merit 111
- Annual operating budget: \$3.1M



Overview

Bishop Fenwick High School, founded in 1959, is a Catholic, co-educational, college preparatory, high school on the North Shore of Massachusetts. Situated on over 50 acres spanning Peabody and Danvers, 20 miles from downtown Boston, the school was originally staffed by the Sisters of Notre Dame de Namur. Today, Fenwick embraces a commitment to an educational experience that prepares students for life and empowers students to seek and achieve excellence in mind, body, and spirit, while encouraging them to recognize their responsibility to serve and to lead. The school's motto is "Bonitas et Fidelitas" or Goodness and Loyalty, recognizing the goodness of our world as created by God. Students, faculty, administration, alumni promise loyalty and fidelity to each other, understanding that these relationships and connections are eternal. With this devotion to community, the Fenwick Family recognizes its responsibility to serve and to lead.

In 2018, Fenwick announced it was assuming the sponsorship of St. Mary of the Annunciation School—a pre-K to 8th grade school located nearby in Danvers. Like Fenwick, St. Mary's maintains an important tradition of excellence that has flourished through this partnership. The President of Fenwick formally administers St. Mary's, but the school's principal handles its daily operations, as does the principal of Fenwick. St. Mary's is a thriving community with continual annual growth in enrollment.

After a strong tenure as President, Tom Nunan has announced his decision to retire from secondary school administration in June 2026. Thus, Bishop Fenwick now seeks a dynamic and relational leader to serve as President beginning July 2026. Reporting to the Board of Trustees, this leader will oversee both Bishop Fenwick High School in Peabody and St. Mary's the Annunciation in Danvers, providing strategic direction and day-to-day leadership. The ideal candidate will possess strong business acumen alongside leadership skills to foster a strong educational environment. The Board seeks a President with a proven track record to grow enrollment, cultivate a culture of philanthropy, responsibly manage, and maintain authentic relationships with students, families, faculty, and the broader community. This is an exceptional opportunity for a visionary leader to advance Bishop Fenwick's and St. Mary's missions while ensuring the financial health and competitive positioning for both schools for years to come.

Opportunities and Challenges

The next President will be expected to address the following priorities:

- Grow enrollment by expanding and diversifying feeder school relationships, particularly with Catholic schools, while strengthening the school's competitive positioning in an increasingly crowded regional market;



- Enhance financial aid and scholarship resources to ensure access for families across socioeconomic backgrounds;
- Continue to strengthen the school's academic profile, particularly with regards to work in STEAM to elevate its reputation and standing in the community as an academic leader;
- Expand the current academic support services for students;
- Maintain organizational clarity through strategic delegation and accountability measures that optimize operational efficiency;
- Expand marketing and brand visibility, showcasing Catholic, values-based education as a compelling differentiator for today's families;
- Capitalize on athletics and facilities improvements and continued enhancements to campus offerings;
- Support consistent, student-centered expectations, including improved guidance and college counseling to ensure whole-child success.
- Work closely with the Board of Trustees to ensure that clear, short and long term strategic visions are maintained and that associated plans are prepared and executed in an organized and thoughtful manner.

Qualifications and Personal Attributes

The President should be a faith-driven, practicing Catholic who leads with humility, moral clarity, and a deep commitment to the school's Catholic mission. Additionally, the Board seeks:

- A servant-leader who is accessible, relational, and pastoral in presence — supporting all constituents and helping others thrive;
- A visionary and integrative leader who honors the past at both schools while confidently guiding the future with strategic financial planning and sound resource management;
- A strong communicator and storyteller who can build trust across the community and promote the school to the broader community while articulating compelling case for financial support and investment;
- A decisive and strategic problem-solver with the courage to take bold steps when needed, informed by data analysis and financial insights;
- An innovative thinker, capable of driving growth while championing creative programs to build enrollment, with the ability to assess program viability and make decisions that balance educational excellence with fiscal responsibility;
- A champion of the whole student experience, including athletics, arts, spiritual development, and a welcoming culture for all families;
- A judicious leader demonstrating strong command of budget management, trend analysis, and fiscal forecasting to ensure the school's enduring success.

Learn More

Click on the links below to learn more about Bishop Fenwick High School and St. Mary of the Annunciation School:

[School Website](#)

[St. Mary's of the Annunciation](#)

[Character and Faith](#)

[About Peabody, Massachusetts](#)

[College Matriculation](#)



To Apply

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

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

Barbara Daush

Senior Consultant and Catholic Schools Practice Leader
barbara.daush@carneysandoe.com

Brandon Jacobs

Consultant, DEIB Practice Group Leader
brandon.jacobs@carneysandoe.com

Beth Dietz

Consultant
beth.dietz@carneysandoe.com

The full-time equivalent salary range for this position is \$170,000 - \$230,000. The starting salary is based upon, but not limited to, several factors that include years of experience, education level, and expertise.