

CHAPLAIN/DEAN OF COMMUNITY AND BELONGING SEARCH

BROOKS SCHOOL

North Andover, Massachusetts
brooksschool.org

Start Date: July 2026



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

At Brooks School, we seek to provide the most meaningful educational experience our students will have in their lives.

At a Glance



Established
1926



Enrollment
365



Total faculty
84



Students of color
30%



Annual operating budget
\$29 million



Financial aid awarded
\$6.4 million



Faculty with advanced degrees
78%



Campus size
270 acres

States represented in the student body: 16
Countries represented in the student body: 15
Heads of School since 1926: 4
Students living on campus: 70%
Faculty of color: 18%

Student/teacher ratio: 5:1
Students receiving aid: 35%
Endowment: \$128 million
Interscholastic sports: 15
Advanced Placement courses: 19



Overview

Brooks was founded in 1926 by the Reverend Endicott Peabody, Headmaster at Groton, with a vision to create a small boarding school in the Groton tradition. It was named in honor of Phillips Brooks, a prominent Episcopal preacher and former Bishop of Massachusetts who had ties to North Andover. The original land, Lakeview Farm, was donated by Richard Russell, whose family estate included acreage overlooking what is now Lake Cochichewick. The school opened on September 29, 1927, with 14 boys in two forms, two faculty, and one dormitory. Over time, it added one form each year, until its first graduating class in 1932. Later milestones included admitting girls in 1979, becoming fully coeducational, and steadily expanding the campus and facilities. Tenures are long at Brooks, and the Head of School John Packard, having spent his entire career at Brooks, has led the school capably for the past 18 years. As Brooks approaches its Centennial in 2026, the school stands on a foundation of remarkable strength, supported by an operating budget of nearly \$30 million, a healthy culture of philanthropy, and an endowment exceeding \$125 million.

Historically affiliated with the Episcopal Church, the Brooks School community today consists of families representing many faith traditions, including those who do not identify with any faith. In this new and exciting role, Brooks is searching for a Chaplain/Dean of Community and Belonging who has the interest and gifts to serve such a diverse community, and who will offer a broad understanding of spirituality, recognizing that it takes different shapes in different individuals. The Chaplain/Dean of Community and Belonging will assist the school in furthering its commitment to building character in our students

Rooted in Brooks School's Episcopal tradition and its enduring commitment to integrity, community, and purposeful engagement, the Chaplain/Dean of Community and Belonging will serve as both a spiritual guide and a leader of inclusion. The Chaplain/Dean of Community and Belonging will be a member of the senior administrative group, and will work in partnership with administrative colleagues, faculty and staff members, and trustees in our effort to achieve equity and inclusion in ways that are felt, measurable, and impactful within the community. This individual will help shape a culture where every student feels seen, known, and valued—fostering spaces of reflection, faith, and belonging that honor the diversity of beliefs and experiences within the school. The successful candidate will bring wisdom, compassion, and courage to the work of nurturing hearts and minds, inspiring connection, and deepening Brooks's shared sense of belonging. The Chaplain/Dean of Community and Belonging will serve as both a pastoral presence and strategic leader—someone able to inspire within the school's Chapel program, collaborate in various areas of campus life, and build bridges across difference.



Responsibilities

- Organizes, coordinates, and prepares the regular chapel services that are held twice per week on Monday and Thursday mornings, as well as special services such as Lessons and Carols, Memorial Chapel, Prize Day and other occasional services that emerge throughout the year
- Works closely and collaboratively each week with the student prefect group responsible for planning and leading chapel services
- Offers spiritual as well as social and emotional counsel for students
- Works with faculty groups to help develop programs that engage students in thoughtful dialogue regarding moral development and the building of character as an integral part of every Brooks student's education.
- Actively initiates, supports, and participates in programs and initiatives fostering equity, inclusion and belonging.
- Is a visible, active presence on campus and promotes the visibility and significance of campus ministry.
- Leads and partners with senior administration, faculty, staff, trustees, students, and families on all school diversity, equity, and inclusion programming.
- Leads and chairs the school's Diversity Leadership Council.
- Works in partnership with school trustees on board initiatives that support character development, spiritual growth, diversity, community, and belonging, chairing the DEIB Committee of the Board of Trustees.
- Works with the school's admission office to add breadth of perspective to the prospective student and family experience, and with onboarding and retention of students and families once enrolled.
- Works with the faculty and staff on deepening collective cross-cultural competency through professional development measures and recommendations for individuals and groups.
- Serves on the Curriculum Committee and in partnership with the academic affairs team to collaborate on curricular initiatives that support spiritual growth and belonging.
- Serves as a member of the student support team and in partnership with the student affairs team to collaborate on efforts to foster community and belonging for all. Serves on faculty hiring committees and meets and interviews all candidates for faculty positions.



Opportunities and Challenges

Building upon the excellent work accomplished by the current school minister over the past eight years, the chaplain will inherit a cherished chapel program uniquely well positioned to become even more integral to students' pursuit of meaning and the school's sense of community and belonging.

The school community is ready to welcome and support a Chaplain/Dean of Community and Belonging eager to serve as an active, engaged, accessible, full-time presence on campus.

The school's leadership team ardently believes that the fusion of the chaplain role with the dean of community and belonging role has the potential to generate powerful synergies that will strengthen community, support student well-being, and energize the school's commitment to social responsibility on and beyond campus.

While significant efforts have been made in recent years to foster equity, inclusion, and belonging within the school community, the school seeks a collaborative, supportive, energetic leader who can translate compelling vision into effective, vibrant programs and practices.

To be successful, the Chaplain/Dean of Community and Belonging will need to embrace opportunities to collaborate with an array of school leaders to ensure that the school's commitment to diversity, equity, inclusion and belonging are manifest in every aspect of school and student life.

Qualifications and Personal Attributes

- Bachelor's degree required, Master's degree is preferred;
- Significant, high-level experience working in educational settings, with substantial pastoral, administrative and diversity practitioner experience preferred;
- A humble and courageous leader with a strong sense of purpose and faith, meeting students where they are and guiding them toward deeper growth and belonging;
- A warm, empathic, and accessible leader that can invite trust and foster authentic relationships across the school community;



- An experienced servant leader who has demonstrated success in ministering to people of diverse faiths and backgrounds, with a particular ability to connect meaningfully with adolescents;
- A visionary leader who possesses the ability to strengthen and iterate upon existing spiritual life and belonging programs while maintaining coherence and balance within the school's culture;
- An inclusive collaborator who is committed to using their role to promote spiritual reflection, inclusion, and a shared sense of purpose among all members of the community;
- A thoughtful team member who has the capacity to serve as an inquisitive and reflective thought partner, engaging others in meaningful dialogue and collective discernment;
- A person with a strong moral compass guided by the school's mission, possessing the courage to uphold high standards of ethical and communal responsibility;
- A strong communicator with strong written and verbal skills, with the ability to inspire and engage from both the pulpit and the podium;
- A leader with high emotional intelligence and resilience to navigate sensitive conversations and complex emotions with grace, empathy, and perspective;
- A strategic, organized and fully engaged community member skilled in planning, prioritizing, and communicating effectively while balancing multiple initiatives and perspectives.

Learn More

Click on the links below to learn more about Brooks School.

[School Website](#)

[School Profile](#)

[Core Values](#)

[About North Andover, Massachusetts](#)

[Virtual Tour](#)



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 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:

Brandon Jacobs

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

John Allman

Senior Consultant
john.allman@carneysandoe.com

The full-time salary range for this position is \$125,000 to \$140,000 in addition to on-campus housing. The starting salary is based upon, but not limited to, several factors which include years of experience, educational background, and expertise.