



Vice President of Advancement

SEARCH PROSPECTUS



LA SALLE ACADEMY

PROVIDENCE, RHODE ISLAND

www.lasalle-academy.org

START DATE - JANUARY 2023

Partners in Mission School Leadership Search Solutions, LLC



MISSION

La Salle Academy's mission is to educate young men and women from diverse backgrounds, with a special focus on working-class and undeserved families. We do this in the tradition of St. John Baptist de La Salle – a man whose ideals of faith, service, and community we honor every day as a Catholic college preparatory school.

OVERVIEW

Founded in 1871, La Salle Academy is an independent coeducational Catholic college preparatory school located in Providence, Rhode Island. In 2015, De La Salle Middle School was added serving grades 6-8. The two schools work to provide students with a quality education by encouraging curiosity, rewarding hard work, and fostering a life-long love of learning. The La Salle community does this in the tradition of St. John Baptist de La Salle: a man whose ideals of faith, service, and community are honored every day through the La Salle curriculum and culture.

Accordingly, an essential part of the Academy's mission is the religious formation of each student. Their community of faith guides students to an awareness of God's presence in their lives. Our faculty and staff proclaim the gospel of Jesus and accompany their students as they grow towards a deeper appreciation of their own faiths.

La Salle Academy operates in the President/Principal Leadership Model. This is a premier, high-performing institution with a rich Lasallian ethos that

FAST FACTS



1,410

Total Students



1,228

High School Students



71%

Student Body that
Identifies as Catholic

is warm, welcoming, and inclusive. As a critical member of the President's leadership team, the Vice President of Advancement will be expected to maintain this high-performing culture, while modeling Lasallian values and supporting the mission and traditions that set this outstanding school apart.

SCHOOL HISTORY

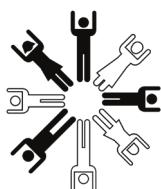
From the 1850s through 1871, the bishops who oversaw Rhode Island (the Diocese of Providence was not formally created until 1872) begged the Christian Brothers to start a school in the state. In 1866, Bishop McFarland agreed to initiate the process. A few years later, McFarland purchased and renovated a building on Fountain Street and began instruction at this building.

In 1871, three Brothers arrived in Providence to operate the school and instill it with the values of their order's founder, St. John Baptist de La Salle. The Brothers gave the school direction, purpose, and a set of core values that the school still holds dear today. In 1876, Bishop Thomas Hendricks, who, like his predecessors, was deeply impressed by the devotion and dedication of the Christian Brothers, gave the school its official name: La Salle Academy.

Soon La Salle Academy faced a growing demand to meet the needs of the students of the Diocese of Providence. The school was bursting at the seams with students, and it became clear to both the Brothers and the Diocese that the Fountain Street building was not big enough. So, by 1921, Bishop William Hickey purchased several acres of land at Hazard Farm in the northwest corner of Providence and began construction of a new building to house La Salle. For the next 60 years, La Salle Academy continued to grow and prosper. In 1983, Bishop Louis Gelineau announced that two neighboring all-girl schools, St. Mary's of the Visitation and St. Patrick's High School, would be merged into La Salle Academy. Thus, La Salle Academy became a coeducational school.

In 2000, the McLaughlin Athletic Center and the Brother Michael McKenery Arts Center were opened to further expand the horizons of La Salle students both athletically and artistically. In 2004, the Shea Science and Student Center was opened so that the Academy could remain on the cutting edge of science education. In the fall of 2011, the Cronin Fields and Cimini Stadium were completely renovated, and a 400m track and synthetic field were installed.

FAST FACTS



26%

Students of Color



150+

Faculty and Staff Members



85%

Faculty with Advanced Degrees



BROTHER DENNIS MALLOY, FSC

President of La Salle Academy

Thank you for your interest in La Salle Academy! We hope what you discover in this profile continues to stimulate your interest and encourages you to imagine yourself at La Salle Academy. As a Lasallian Catholic educational community, we strive to be a friendly face of the Church for the young people entrusted to our care, realizing that ours is a mission of privileged service that is very necessary in these times, as it has been throughout our previous 150 years.

Throughout all these years, La Salle Academy has provided generations of students the opportunity for an accessible and affordable Lasallian Catholic education. A hallmark of a Lasallian education from the time of our Founder, Saint John Baptist De La Salle 330 years ago, is a particular concern for the “children of the of the working class and the poor”. From the sons of Irish, Italian, French Canadian, and Portuguese millworkers to the young men and women of today’s diverse immigrant and underserved communities we have been faithful to this commitment.

La Salle has evolved and grown over these many generations yet remains deeply rooted in our Catholic nature and Lasallian identity and steadfastly relevant to the world into which our students will graduate.

We are seeking an innovative and accomplished Director of Advancement who will embrace our history and Lasallian charism, be able to tell our story with Faith and Zeal, and be energized by the exciting challenges and fulfilling experiences you will have in inspiring our extended alumni community, of parents, friends, and benefactors to give regularly and generously so our students today will have the benefits of a La Salle Academy education that prepares them to be future-ready!

THE SCHOOL

Each student is provided with opportunities to recognize and develop physically, intellectually, emotionally, and morally in a Catholic environment. A challenging college preparatory curriculum is balanced by a co-curricular program of parallel strength, with an emphasis on leadership, an appreciation of the arts, and a wide variety of competitive sports.

FAST FACTS



13

Years Average Faculty Tenure



12:1

High School
Student/Teacher Ratio



\$4M+

Annual Financial Aid Awarded



LaSalle provides an environment that instills a respect for lifelong learning in each of its students. Young people at La Salle become responsible citizens by developing the ability to think critically, logically, and ethically. They learn to communicate effectively, process information efficiently, and use technology to enhance their educational experience and decision-making capabilities. Notably, the La Salle Academy faculty consistently embrace new techniques to meet the evolving standards of educational technology; their goal is to provide students with the best opportunities to learn and achieve excellence.

As we look to the future, the Academy's vision and its recently completed \$14M capital campaign, Generations: The Campaign for La Salle, give the school the framework and resources necessary to incorporate new ideas into today's curriculum, update classrooms to be more collaborative spaces, retain the flexibility for revisions and modifications to meet its future needs and growth, and allow deserving students access to a Lasallian education. La Salle is committed to providing the resources and technology teachers require while also creating innovative and state-of-the-art spaces such as the engineering lab, the innovation lab (a collaborative educational workspace for student centered learning) and the development of new programming in business and entrepreneurial studies.

The Lasallian Educational Mission extends across 80 countries around the world. With more than 1,000 schools and other educational ministries the Lasallian Mission reaches out to almost one million students in formal settings and thousands more in informal educational settings, such as

FAST FACTS



45%

Students Receiving Aid



19K+

Alumni Across the Region and
Globe



\$1.5M

Annual Giving

the programs for street children. Over 88,000 Lasallian men and women minister in these educational institutions alongside more than 2,000 Brothers.

La Salle Academy is accredited by the New England Association of Schools and Colleges and the Rhode Island Department of Education.

ACADEMICS

La Salle Academy offers a rigorous college preparatory program; high school students carry six subjects (freshmen must carry 6.5), as well as physical education. At the core of the curriculum are courses in math, social studies, world languages, science, the arts, and religious studies. In addition to passing required courses for graduation credit, students are asked to enroll in elective courses to broaden their education and nurture academic passions.

A highlight of the La Salle curriculum is the La Salle Scholars Program. Within every academic community, there are students who are blessed with an advanced capacity for learning. The La Salle Scholars Program is carefully designed to optimize the intellectual and personal growth of these gifted high school students, by offering each an opportunity to broaden and deepen knowledge, and to explore a college and career focus. Thus, the La Salle Scholars Program builds on La Salle Academy's long tradition of educational excellence. Students are invited and recommended by faculty to consider the additional rewards of this extraordinary learning opportunity.

La Salle Academy also recognizes the hidden potential in some of its students through the Freshman Transition Program. The mission of the Freshman Transition Program is to develop the academic and personal potential of ninth grade students whose prior academic records indicate basic skill deficiencies.



MOTTO

***Live, Jesus,
In Our
Hearts...
Forever!***

Likewise, the La Salle Explorer Program is designed for bright students with diagnosed, mild learning differences. This four-year program provides daily one on one teacher-to-student instruction outside of class time, at an additional tuition cost to the families involved.

In keeping with La Salle's mission to be an inclusive Catholic school and guide the individual student, both the Freshman Transition Program and the La Salle Explorers Program, provide a safe, caring, and responsive environment designed to help students achieve the academic, personal, and social changes necessary for success. They provide for individual needs using modified curricular design; develop students' study skills with emphasis on learning how to learn; deal with the basic concepts in each subject area in a disciplined, structured way; provide opportunities to apply content and processes to real life situations; and carefully monitor the academic and social progress of each student.

La Salle Academy demonstrates a concern for each individual student and seeks to provide all students a holistic approach in their education. Every student is provided with the opportunities to recognize and to develop intellectually, artistically, physically, emotionally, and morally in a Catholic environment. La Salle Academy's experienced College Counseling team provides comprehensive support to students and their families throughout the college selection and application process. By working closely with class deans and faculty, counselors help students find a post-secondary option that best fits their strengths, interests, and goals.



FAST FACTS



\$10M+

Campus-Wide Investments
in Recent Years



\$14M

Generations: The Campaign For
La Salle Completed In June 2022



THE ARTS

In the Fine Arts Department, La Salle Academy offers students the resources and facilities necessary to express themselves in a creative, healthy, positive, and artistic way. The school provides opportunities for artistic expression in the classroom through Music, Theatre, Dance, Fine and Visual Arts, Video Production, and Storytelling. The Fine Arts Department aims to equip students with the 21st century skills of collaboration, creativity, communication, and expression (respect for all persons). Students are beginning to decide who they are and define their identity within their communities, skills we encourage as part of their development.

Students enter La Salle in their Freshman year with an Introduction to the Arts course, where they will take rotations of Drama, Music, and Visual Art. From there, they are able to pick an arts track in one of those areas and take advanced coursework in that discipline. Students have the opportunity to further their skills and apply what they learn in the classroom to our myriad after school arts activities. La Salle's performing arts activities include La Salle Players (theatre company), La Salle Concert Choir, Boys and Girls A Cappella, Dance Club, and Voices Inc. (a performance poetry group).

In addition to the performing arts programming, opportunities in La Salle Arts offer something for every type of artist. For example, the Film Society hosts special topics symposiums throughout the year. (Past topics have included "Race and Film," "Women in the Media," "Celluloid Politics," and "The Suburbs, from Sitcoms to The Simpsons.") There is also a group of budding sports broadcasters who run an online broadcast network. Shows on the network alternate between a "sports wrap" program and the WLSA bi-weekly morning news show. For those who prefer to be behind the camera, the Photography Club introduces students to traditional wet darkroom processes, as well as editing processes for digital photography. Club Members are able to share and discuss their work and are encouraged to enter high school photography competitions.

ATHLETICS

La Salle athletics reinforce the school's mission by providing opportunities for training, physical conditioning, and healthy competition. This programming not only helps students develop their physical talents, but also strengthens their mental dexterity through exploring the strategy and intricacies of a sport. Participation in athletics furthers La Salle's mission by helping students learn how to make positive contributions by encouraging responsibility, fostering persistent effort, and promoting self-awareness. With all of this in their minds and hearts, the La Salle Rams compete in 30 different varsity sports, and also field many junior varsity and freshman teams. La Salle Academy is a charter member of the Rhode Island Interscholastic League (RIIL), operates within its framework, and also competes against out-of-state teams.

SCHOOL LIFE

Life at La Salle beyond the classroom is rich and vibrant, providing numerous opportunities for students to pursue an existing passion...or discover a new one.

Currently, La Salle offers more than 50 clubs and activities that allow students to test their boundaries and learn lessons that are impossible to teach within the parameters of a traditional academic curriculum. To be sure, some of these clubs directly complement students' academic skills, such as the Academic Decathlon team (which competes against other Rhode Island high schools in academic disciplines such as science, math, literature, art, and music), Model United Nations, and Debate Club. Meanwhile, other clubs focus on the Lasallian commitment to serve others (e.g., Lasallian Youth – an international organization



of young people who put their faith into action – or the Social Concerns Group—a group devoted to helping the poor of Rhode Island, as well as La Salle’s twinned school in Kenya). Still others invite students to broaden their horizons by learning about foreign languages and cultures or delving into challenging activities like chess or fencing.

Campus Ministry offers programs designed to minister to the spiritual and religious needs of the entire La Salle Academy family in a manner that is both inviting and respectful of each person’s faith tradition and personal experience. Campus Ministry programs are open to persons of all faiths and denominations. The programs include morning prayer and reflections – offered by both faculty and students; school liturgies, the sacrament of reconciliation, and opportunities for prayer and reflection; a retreat program for each grade level; six service trips over February, April, and summer vacations; ongoing opportunities for service in the local community; and a daily pastoral presence for students in need of spiritual or emotional support throughout the day.

CAMPUS

The primary La Salle building houses computer-networked classrooms, a 590-seat auditorium/ performance center, a library, the Brother Michael McKenery Arts Center (with a 350-seat three-quarter stadium theater), an arts area that includes a video studio, dance studio, choral room, band complex, art studios, and a renovated administrative office suite.

Additional on-campus buildings include: the McLaughlin Athletic Center with three full basketball courts; an indoor practice track; a dance studio, wrestling training facility, and the recently renovated Strength and Conditioning Center.





The Shea Science Building houses 11 combined laboratory/classrooms as well as our student center and cafeteria, Campus Ministry Suite and meditation chapel.

Outdoor facilities include: Cimini Stadium and Cronin Fields, featuring a synthetic turf for soccer, football, and lacrosse (with bleachers seating 1,800); a synthetic turf baseball field; an all-weather 400m track; tennis courts and outdoor pavilion, a concession stand; and restroom facilities. Construction on a new synthetic turf Softball Field and Track and Field Throwing Complex will be completed for the 2023 Spring season.

THE POSITION

As a strong, highly respected middle school and college preparatory school with some 19,000 alumni, La Salle Academy is blessed with an enrollment of over 1,400 students, balanced budgets, exceptional and expansive facilities, enthusiastic parents, talented faculty and staff, and engaged alumni -all eager to play a growing philanthropic role in support of the school. The next Vice President of Advancement will be expected to bring the visionary leadership, data-driven strategic planning, and proven capacity to engage alumni, parents, parents of alumni and friends in support of implementing the vision.

The Vice President of Advancement is responsible for leading the advancement team and for the development and strategic implementation of all aspects of fundraising and stewardship activities including, but not limited to, capital campaigns, annual fund, major gifts, planned giving, and alumni engagement. Reporting to the President, the Vice President of Advancement is a key member of the President's executive leadership team and advances the mission, values, and strategic goals of the school through the collaborative efforts of the department. The Vice President of Advancement will supervise the Director of Leadership Giving, Director of Alumni Relations and Events, Data Services Coordinator, Data Services Assistant, as well as a shared Executive Assistant while establishing a team approach to supporting advancement operations.

The Vice President of Advancement reports directly to and is further supported by the school's President, and partners with an engaged and talented Board of Trustees and its Advancement Committee.

After a very successful and respected 12-year run, Tom Glavin will be retiring from this position at the end of June 2023. As part of this succession plan, the selected candidate is expected to begin serving in this role in January 2023 allowing adequate transition time with Tom, Brother Dennis, and other key constituents and stakeholders over the subsequent six-months.



DESIRED QUALITIES AND QUALIFICATIONS

Given the extraordinary market position of the school and the appropriately high expectations of the La Salle community, the next Vice President of Advancement will need to be a person of considerable stature, integrity, and professional accomplishments who can represent the school effectively and credibly with all constituents, internal and external.

It is possible that prospective candidates could have attained this experience through a variety of different career paths, including secondary or higher education; non-profit leadership; or comparable work in the corporate or public sector. Regardless of career path, the next Vice President of Advancement must have demonstrated proficiency and capacity in building and maintaining relationships that will ensure La Salle Academy's continued accessibility, success, and sustainability through the effective stewardship of its parent, alumni, and other philanthropic constituencies.

The successful candidate is expected to have many of the following qualities and qualifications:

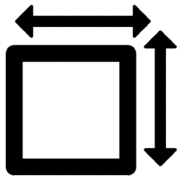
- Faith-filled and Christ-centered servant leader who embraces, models, and champions the values of a Catholic education. Familiarity with the traditions of St. John Baptist de La Salle is a strong plus.
- Minimum of five years of executive-level experience in Advancement/ Development with staff management, annual fund, major gifts, planned giving, capital campaign, event planning, and marketing and public relations experience preferred. Advanced degree in a related field is a plus.
- Ability to develop an understanding and enthusiasm for the mission and programs of the school community and to be an extension of the office

FAST FACTS



\$10M

Of the Generations Campaign
dollars designated for
financial assistance



29

Campus Acreage

of the President and to represent the President's aims and objectives at all meetings and activities.

- Executive presence to inspire confidence, passion, and persistence amongst all stakeholders in an ambitious, fast-paced, and results-oriented period of organizational change.
- Exceptional communication, interpersonal, and public speaking skills while serving as a highly visible member of the executive leadership team in building constructive relationships with all stakeholders that inspire crucial support across all school advancement initiatives.
- Demonstrated experience with goal setting at the school, department, and individual level; establishing measuring, monitoring, and reporting systems for the department and individuals; budget and fiscal management.
- Ability to design, implement, and manage effective cultivation, solicitation, and stewardship strategies at the individual, family, corporate, and foundation levels.
- Highest degree of integrity, authenticity, and transparency.
- Positive, energetic, accessible, and approachable style, with a willingness to relate to all constituents and stakeholders.
- Strong leadership and team building skills with expert knowledge of best practices in the day-to-day management of robust advancement department operations, processes, and functions.
- Experience in being a part of strategic planning for an organization and implementing advancement initiatives in conjunction with established strategic plans.
- Skilled at identifying, attracting, developing, and retaining high-quality mission-driven advancement professionals and volunteers with a commitment and passion for achieving organizational goals.
- Competent computer skills with proven knowledge of Microsoft Office Suite, Raisers Edge, Blackbaud and related philanthropic software platforms.
- Fair, fun, and compassionate executive who embraces collaboration while leading with missionary zeal.

TO APPLY

Interested and qualified candidates are invited to contact Michael Furey in confidence. Candidates choosing to apply will ultimately need to submit the following materials as separate PDF documents:

- A thoughtful cover letter expressing their interest in this particular position
- A current resume
- A one-page statement of leadership 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 or unless a serious mutual interest is established and not without the candidate's permission.

Please include La Salle Academy in the subject field.



Assemble all of the application materials in one email to:

Michael Furey, Partner
mikefurey@partnersinmission.com
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8 Nicklaus Way | Mashpee, MA 02649
570-730-2655 (Cell) | 877-738-4810 (Office)
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Partners in Mission School Leadership Search Solutions is the retained search division of Partners in Mission, the nation's leading full-service consulting firm focused exclusively on developing excellence in Catholic school advancement and leadership. As partners among ourselves and with our clients' missions, we value, understand, and embrace the importance of Catholic education in our personal and professional lives — and remain committed to ensuring its strength and vitality for years to come. Engaged by religious and school communities, boards and dioceses, our team of dedicated search consultants have identified and secured mission-driven professionals to serve in a myriad of diverse Catholic school and diocesan leadership positions from Massachusetts to Hawaii.

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