



President

SEARCH PROSPECTUS



LANCASTER CATHOLIC HIGH SCHOOL

LANCASTER, PENNSYLVANIA

www.lchsyes.org

START DATE – JULY 2024

Partners in Mission School Leadership Search Solutions, LLC



SCHOOL OVERVIEW

Since 1928, Lancaster Catholic High School has provided generations of young men and women a superior education rooted in faith, tradition, and excellence. Centered on Jesus Christ, and located in the Diocese of Harrisburg, the mission of Lancaster Catholic High School has been to form students who are intellectually astute, passionately faithful, and socially responsible for over 95 years.

Lancaster Catholic works with students to discover their unique, God-given gifts, provides opportunities for those gifts to be refined, and empower students to then use their gifts in service to the larger community. All subjects are offered in the service of forming the complete person.

Today, Lancaster Catholic High School has an enrollment of 494 students. The school has an exceptional faculty and staff of 85 individuals. Classes average 20 students per classroom with a student-to-teacher ratio of 10:1.

Comprised of students from across Lancaster County and beyond, about two-thirds of the student body attended a Catholic elementary school in Lancaster County, one-third of students enroll from public schools and other private schools.

Nearly 20% of the student body at Lancaster Catholic is not Catholic, and their various backgrounds bring diversity of perspectives that are welcome in the community. The student population describes itself as 82% Caucasian, 10% Multi-racial, 4% Asian, 4% African American, and 1% Native American.

FAST FACTS



494

Enrollment



85

Faculty & Staff



10:1

Student/Teacher Ratio

For the 2022-23 school year, tuition is set at \$11,454 (\$10,454 for Catholic students) with approximately 54% of students receiving scholarships or financial assistance. Over \$1 million is provided annually through the generosity of the parishioners of the Catholic parishes in Lancaster County. Additionally, merit scholarships are offered for incoming freshmen.

To make Lancaster Catholic accessible and affordable, an income-based, sliding tuition scale is designed to meet the varied needs and means of families. Participation in the Variable Tuition Program is voluntary. A wide range of factors is evaluated including income, assets, unusual expenses, and family size.

Lancaster Catholic High School is accredited by the Middle States Association of Colleges and Schools and the Pennsylvania State Department of Education. It has been recognized as a Catholic Education Honor Roll School by the Cardinal Newmann Society and boasts over 10,000 alumni throughout the world.

FAITH LIFE

The identity of a Lancaster Catholic Crusader is rooted in faith. Instrumental in everything the school does, students at Lancaster Catholic High School have put their relationship with God first for over 95 years.

Students at Lancaster Catholic High School strive to be men and women of faith who consistently seek to deepen their relationship with God through the gift of His Church made manifest in the school community. Theology class, daily prayer, retreats, and Mass are vital to the community. Everyone is encouraged to celebrate God's presence.

Along with routine school-wide prayers, the Sacrament of Reconciliation is offered three times a year to students. There are also regular opportunities for Bible Study, Prayer Groups, and Eucharistic Adoration. The Good Samaritan Service Program also offers occasions for putting faith in action, requiring 20 hours of service to school, church, or community per year.

A Campus Ministry center with full-time staff, including a school chaplain, offers additional opportunities for students to develop in their faith life. This includes a Campus Ministry internship and a retreat program that offers 20 options each year, in which students of all faiths are welcome to participate.

ACADEMICS

Lancaster Catholic High School is governed by the scholastic policy of the Diocese of Harrisburg, as promulgated by the Secretary of Education.

The school is pleased to offer courses that prepare students for the next step in their life. Approximately 90% of graduates pursue higher education,

and the classes at LCHS rigorously prepare students in the areas of critical reading, writing, and thinking skills across all disciplines. In addition to the core subjects, many liberal arts electives are offered that provide foundational skills for all future endeavors. Google Classroom is utilized through the entire curriculum.



MOTTO

***A wise
heart seeks
knowledge***

Students have access to 11 AP Courses yearly. The school also offers 10 Dual-Credit Courses in conjunction with University of Pittsburgh, Alvernia University, and Immaculata University. Early Enrollment Agreements have also been established with Thaddeus Stevens College of Technology, PA College of Health Sciences, and Lancaster School of Cosmetology for seniors. The Lancaster County Career and Technical Assistance Center offers juniors and seniors access to various trade and technical learning certificate programs.

There are 4 Certificate Programs available (St. Augustine, FPA, STEM, and Entrepreneurship) as well as a Corporate Mentor Program.

Instructional Support is also available to any students with documented learning challenges, with 3 instructional support teachers. Additional academic support includes “Foundations” courses which help students increase their foundational skills in specific content areas. There are 5 school counselors on staff.

The overall academic goal is to move students to their greatest skill level in preparation for life beyond Lancaster Catholic. The Class of 2023 merited almost \$13.1 million in scholarships as they pursued higher education.



FAST FACTS



\$8M

Annual Operating Budget



54%

of Families Receive Financial
Aid or Scholarships



10,000+

Alumni/Alumnae



ATHLETICS

Athletics at LCHS is an extension of what happens in the classroom, and students can choose from 24 sports teams. The Crusaders athletes embody family, discipline, hard work, faith, and are expected to embrace the mission of the school. Over 60% of the student body is involved in the Athletic Program, and students are encouraged to try new sports and refine current skills.

In the Fall, student-athletes participate in cheerleading, cross-country, field hockey, football, golf, soccer, tennis, and volleyball. The Winter season includes basketball, bowling, cheerleading, swimming, and wrestling. The Spring season offers opportunities for baseball, lacrosse, softball, tennis, and track & field.

Crusaders compete in the Lancaster-Lebanon League and have seen tremendous success. Over the last six years, Lancaster Catholic has won 31 Section, 17 League, 24 District, and four PIAA State Championships.

ARTS

The fine and performing arts fuels students' passion for the arts through hands-on learning, practice, and performance. Over 40 courses and performance opportunities allow students to learn or refine their skills in acting, art, music, media arts, or playwriting. With such broad offerings, students can shape a program as focused or as diverse as their interests.

Instruction is offered through various courses and is provided by some of Lancaster's best artists and performers. Offerings include digital arts, singing, instrumental music, or acting. Students have many opportunities to

FAST FACTS



50

Clubs and Sports

AP

11

AP Courses



10

Dual Credit Courses

showcase their talents throughout the school year. Fine & Performing Arts Certificates are an additional credential for those dedicated students who pursue an enhanced experience and education.

The Lancaster Catholic Fine & Performing Arts program has been recognized by the Middle State Association as a Program of Distinction, truly offering many opportunities for all students. In addition, LCHS earned the prestigious NAMM (National Association of Music Merchants) honor for the second-straight year, one of only seven private schools in the nation to earn the award in 2022.

SCHOOL LIFE

At Lancaster Catholic, being involved is the norm. Activities and clubs provide students a variety of venues for personal growth, social development, and success as they embody the belief in the dignity of the human person in pursuit of justice and truth.

Student life is enhanced by opportunities for expression and personal growth through numerous extracurricular offerings. There are over 25 clubs, and many are student-formed and student-led. This allows students to develop essential leadership skills for the future. Over half of the clubs include a component of service to others.

Clubs and organizations at Lancaster Catholic include: National Honor Society, Aevium, Civitas, Chess Nuts, Dance team, Environmental Club, e-Sports Club, French Club, Future Business Leaders of America, Future Medical Leaders of America, Garden Club, Good Samaritan, Link Crew, MiniTHON, Mock Trial, Poetry Out Loud, Prom Committee, Quiz Bowl, Respect Life Club, Student Ambassadors, Student Council, Varsity Club, Women in Business, Writers Anonymous, and many more.



CAMPUS

In 1928, construction began on the Lancaster Catholic High School “Old Main” building. The cornerstone was laid and blessed by Bishop McDevitt in 1929, and the historic halls at 650 Juliette Avenue have been filled with students ever since. The campus is comprised of 27 acres.

In 1954, the addition of Reilly Hall expanded Lancaster Catholic, and a third floor with more classrooms was added in 1959. Another addition took place in 1966 which included a chapel, library, cafeteria, and Berger Gymnasium.

The Lancaster Catholic Crusader stadium was built in 2017, and most recently in 2021, a state-of-the-art STEM Innovation Center renovation was completed on the top floor of Reilly Hall. Construction began in 2022 on the next phase of renovations and additions for the school, including a new student commons and a collegiate-style cafeteria, with future plans for an auditorium. The school building will be over 185,000 square feet after the completion of the current construction project.

GOVERNANCE

The school President is appointed by the Bishop of the Diocese of Lancaster, through the Secretary of Education and in consultation with the Board of Directors.

The Lancaster Catholic High School Board of Directors operates as a Board of Limited Jurisdiction to promote and support the school’s mission and ministry of Catholic secondary education.

The President is accountable to the Board of Directors and the Superintendent of Schools of the Office of Catholic Education in the Diocese of Harrisburg.

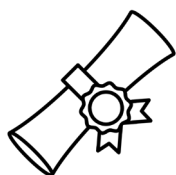


FAST FACTS



25

Honors Courses



4

Certificate Programs
(St. Augustine, FPA, STEM, &
Entrepreneurship)



\$13.1M

Merited by Class of 2023
in College Scholarships



THE POSITION

The President provides institutional leadership as the chief executive officer of Lancaster Catholic High School. In this role, the President is responsible for the school's Catholic identity and implementing the overall mission by supervising all programs and other aspects of the school's operational vitality. He/ She will serve as the lead in spiritual guidance, ensuring that the LCHS community is grounded in the values of the Catholic Church.

The President leads and articulates the school's mission and vision, creates and implements strategic plans, and builds and nurtures constituent and stakeholder relationships on and off campus. Supported by the leadership team, the President provides oversight of the school and its operations. He/ She has general charge and control of Catholic identity, personnel, finances including budget development and implementation, institutional advancement, enrollment management, business affairs, facilities, alumni and community relations, and the overall educational program.

As a visible presence within and outside the school community, the President must advance the marketing and enrollment initiatives of the school. He/ She will also play an active role in acquiring funds through solicitation of major gifts, planned giving, and capital campaign contributions.

The incoming President should have a passion for Catholic education, possess an understanding of the President/ Principal model of administration, and work effectively with the Diocese of Harrisburg Catholic Schools Office. Applicants are expected to have an active faith life and possess a willingness to share their faith with others, with Catholic values providing a spiritual basis for all relationships and decision-making.

ROLES AND RESPONSIBILITIES

Essential duties of the President include the following:

- Serve as the Chief Executive Officer of the school and as such acts as the primary steward of the school's personnel and fiscal resources.
- Lead in communicating the vision, mission, and strategic plan to the school and local community, in keeping with the expectations of the Diocese and local pastors.
- Supervise all the programs of the school with Christian and constructive leadership (academic, arts, athletic, campus ministry, etc.) to ensure that curricular and extracurricular programs support the school's mission.
- Ensure that the educational program is professionally administered, renewed, and evaluated and is consistent with the needs of the students, the requirements of the Diocese and the State.
- Nurture the bond between the local community and the school.
- Maintain a high level of visibility in the community and campus, demonstrating the hallmarks of a servant leader.
- Proactively establish and nurture relationships with constituent groups and individuals to increase the school's prominence and promote advancement efforts.
- Oversee the annual budget process as well as development and implementation of a long-range overall financial plan for the school.
- Act as the public face of Lancaster Catholic High School, including leadership with major gifts, fundraising efforts, future capital campaigns and other advancement efforts.
- Exercise a ministry of visible presence at school functions, including alumni and parent groups, student activities, and faculty gatherings – further building a sense of community.
- Serve as a leader in fostering an environment that welcomes diversity among students and employees as it relates to culture, race, ethnicity, and socio-economic levels to increase and sustain enrollment.
- Work closely with the Board of Directors and Catholic Schools Office at the Diocese of Harrisburg to support the overall operation of the school.





EXPECTED QUALITIES AND CHARACTERISTICS

The next President must be an active, practicing Catholic in good standing with the Church and possess many of the following:

- Vibrant faith and support of Catholic education and the teachings and the mission of the Church, with a genuine respect for the dignity of all.
- Enthusiastic and articulate advocate for Catholic education.
- Proven professional experience in high-level, executive leadership in nonprofit and/or for-profit arenas.
- Advanced degree in education, business, or related field with a full understanding of the challenges and opportunities facing Catholic education.
- Leadership and management work with proven capacity in critical functions of budget and financial management, institutional growth, development, fundraising, and philanthropic efforts.
- Executive presence with demonstrated distinction in areas involved with successfully leading an educational, business, or other institution in matters pertaining to marketing, enrollment management, facilities management, strategic planning, and alumni relations.
- Highly collaborative yet decisive approach to leadership.
- Experience that compliments the school's tradition of excellent academics, strong spiritual formation, competitive athletic, artistic, and educational extracurricular pursuits, focus on service to the community, and the importance of faith and family.
- A visionary leader that balances current needs and traditions of the school with future needs of the school community.

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- Excellent communication skills with both internal and external members of the school community.
 - Firm understanding and appreciation of the skills required to work with various constituent groups with a commitment to building and strengthening a diverse community consistent with Catholic identity.
 - Highly skilled relationship-builder with proven ability to build strong relationships and cultivate partnerships.
 - Financial savvy and business acumen.
 - Highly relatable to faculty, staff, parents, students, alumni, and community members.
 - Compassionate executive who leads with passion and presence.

OPPORTUNITIES AND CHALLENGES

The next President will celebrate the school's tenth decade, positioning it to meet the challenges of its second century. The successful candidate will demonstrate a comfort and capacity in addressing issues facing Catholic schools across the country - specifically in critical areas related to enrollment management, advancement, business, and finance initiatives. While honoring tradition, the President must navigate growing challenges into the future while considering affordability and accessibility in a competitive school marketplace. This includes outreach to a growing number of local families with Spanish-speaking heritage.

To cast an exciting vision into the future, the President must also build new relationships while honoring established connections. Intentional involvement and engagement with various constituencies within Lancaster County will be essential, including the relationships with area pastors and local parishes and their schools.





Lancaster Catholic High School is supported by passionate and dedicated alumni, as well as the broader community. The next President is expected to bring energy and executive presence for this school community to build on its traditions and legacy. He/ She will involve school leaders and stakeholders to carefully consider the needs of the future. As the school looks to chart a clear academic vision, the next school leader will need to work closely with the principal to ensure this vision is well-articulated and effectively executed.

As a skilled fundraiser, the next school leader will be called upon to advance further the culture of philanthropy that will sustain the school for years to come, helping the school foster long-term sustainability to serve mission-aligned students and their families. This includes the Lancaster Catholic Fund, which is a critical bridge to fill the gap each year between tuition and actual cost.

The recent “Cherish. Love. Honor” capital campaign has raised the funds to move forward with a bold vision that will serve to work through current construction projects addressing the age and condition of the 95-year-old buildings, including new construction and major upgrades into the future. Maintaining and creating spaces to enhance the student experience and learning environment will be ongoing, including the remaining components of Phase I of the approved 700-seat auditorium and student life center (cafeteria/ student commons). The next President will navigate the increased costs and additional challenges related to facilities management.

ABOUT THE AREA

Lancaster Catholic High school is located in the Manheim Township, just outside Lancaster City. The city of Lancaster is the county seat of Lancaster County, located in the Susquehanna Valley of Pennsylvania. It is one of the oldest inland cities in the United States, consisting of seven square miles that offer art, museums, historical attractions, restaurants and cafes, theaters, and boutiques. A great deal of Lancaster's charm stems from the stories, architecture, and traditions that are rooted in its rich history, which begins before the American Revolution.

Lancaster County's vibrant countryside is lined with the quaint towns offering a variety of galleries, small shops, museums, and eateries. Lancaster County is also a premier year-round antiques destination in the Northeast. The Riverlands in the western part of the county offer beautiful rolling hills for bike rides or hiking, and the oldest Amish settlement in the nation is located in the eastern part of the county. Hershey and Gettysburg are also nearby family destinations.

Lancaster County is home to Elizabethtown College, Franklin & Marshall College, Thaddeus Stevens College of Technology and nearby Millersville University. The county also hosts several amateur sports teams. Lancaster County hosts live theaters, concerts, and performances and is home to the Fulton Theater, considered to be the nation's oldest continuously operating theatre.

Lancaster City's primary industries include healthcare, tourism, public administration, manufacturing, and both professional and semi-professional services.

Lancaster is located about 60 miles southwest of Allentown, 60 miles west of Philadelphia, and 75 miles north of Baltimore. An Amtrak Station at the northern edge of the city provides easy access to Philadelphia, New York, and Washington DC.

APPLICATION PROCEDURE

To apply, please submit the following four documents, confidentially, and as separate PDF attachments.

- Cover letter that aligns your experiences and skill sets with the school's current needs as you understand them.
- Statement of Catholic educational philosophy
- Current resume with all appropriate dates included.
- List of five references to include names, relationships, phone numbers, and email addresses (No references will be contacted without your knowledge and approval.)
- Please include "Lancaster Catholic High School" in the subject field.



Assemble all of the application materials in one email to:

Aimee Viana, Partner

aviana@partnersinmission.com

Partners in Mission School Leadership Search Solutions, LLC

919-943-3685 (Cell)

www.partnersinmissionslss.com



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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