

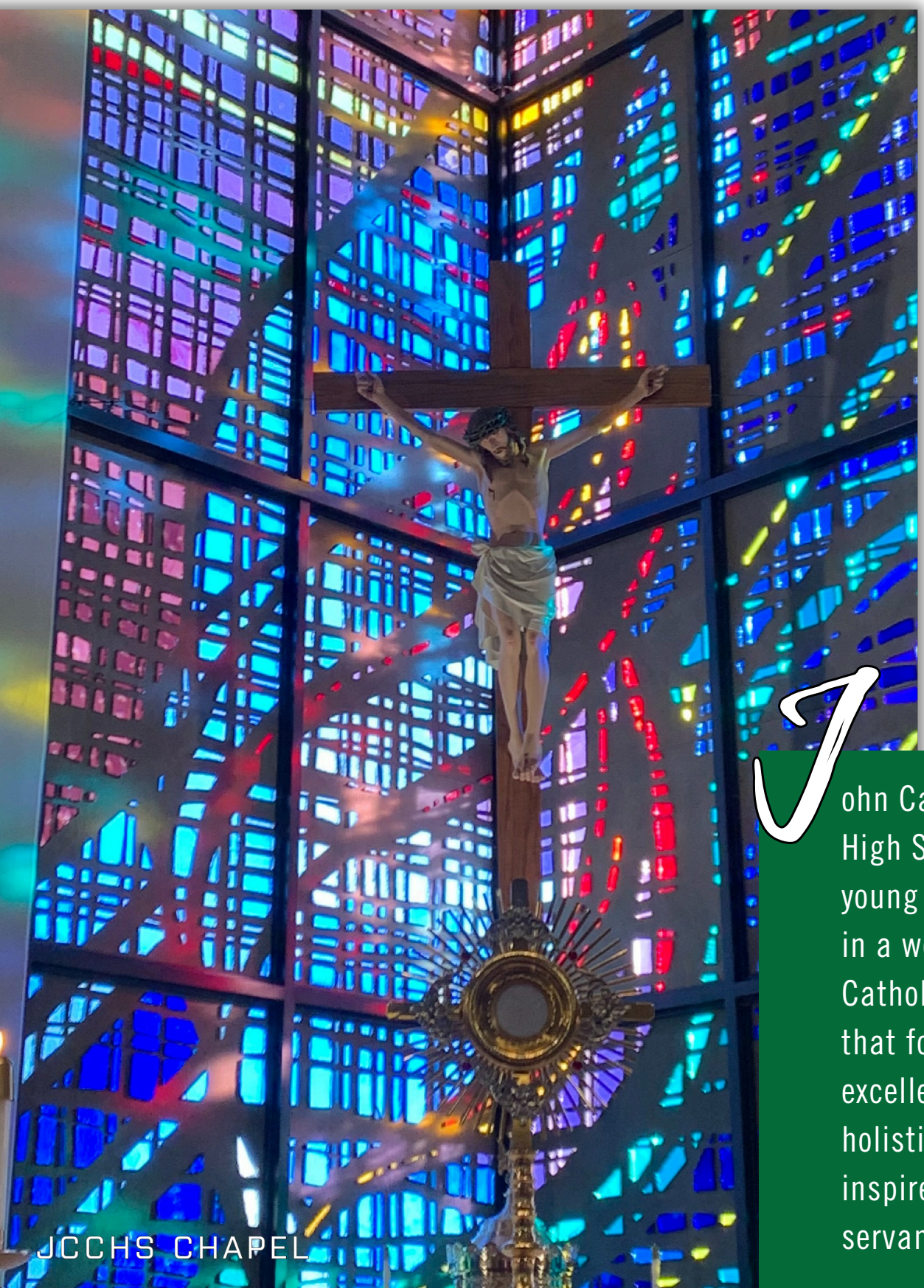
PRESIDENT
SEARCH PROSPECTUS

John Carroll Catholic High School

A Co-Educational College Preparatory School

"We have built something great for God, something great for our children."
-- Archbishop Thomas J. Toolen (1946)

OUR MISSION



JCCHS CHAPEL

John Carroll Catholic High School educates young men and women in a welcoming, Catholic environment that fosters academic excellence, nurtures holistic integrity, and inspires Christ-like servant leadership.

FROM BISHOP STEVEN RAICA



IN HIS HOMILY AHEAD OF THE GROUNDBREAKING CEREMONY IN JANUARY OF 2025, BISHOP STEVEN RAICA SAID:

> *John Carroll is a blessed mission.*
>
> Now more than ever, it is poised to become ever more mission-minded, to form students in mind and heart, and body and soul. We want to be all in on the mission that this school represents.

Check this out to hear more from Bishop Raica and learn about the work of the Excellence in Athletics Foundation and school renewal plan.

JOHN CARROLL FOREVERMORE

To learn more about our proud history!

OUR STORY

1942 — Dinner at the Tutwiler Hotel attended by Bishop Toolen of Mobile announcing plans to build a Catholic high school in Birmingham. Businessman, Mr. John Carroll, makes the motion to raise the needed funds.

1943 — Mr. John Carroll, KSG, passes away, leaving a legacy gift (nearly a half-million in today's dollars) for the building of the new school.

October 23, 1946 — Blessing and groundbreaking on the construction of the new school is held. The school was built on the grounds of the former Woodward Estates on Highland Aveanue.

September 8, 1947 — JCCHS opens its doors to the first class.

1964 — JCCHS enrolls the first African-American students.

1969 — Diocese of Birmingham is established.

September 1992 — JCCHS re-locates to the new Bruno Campus on Lakeshore Parkway.

March 2020 — Covid-19 Pandemic begins - JCCHS never misses a day of scheduled instruction.

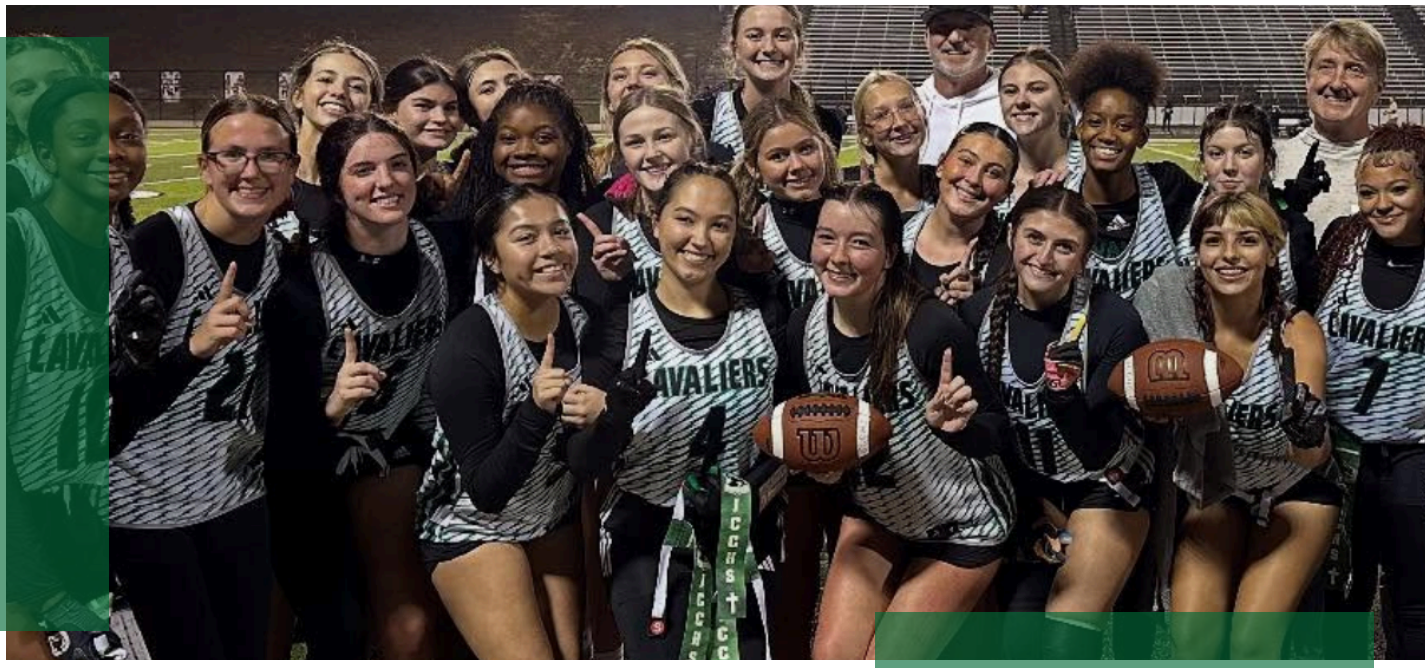
September 2022 — JCCHS begins year-long celebration of 75th Anniversary of the founding of the school and 30th Anniversary of The Bruno Campus on Lakeshore Parkway.

June 2023 — JCCHS hires its first African-American principal, 2004 graduate, Ronald Steele.

January 2025 — Ground was broken for a comprehensive renovation of Pat Sullivan Field, including a new turf field, track, lights, video board, electrical upgrades, and performance center.

JOHN CARROLL TODAY

WHO WE ARE



DEMOGRAPHICS

Our students reflect the diversity of our community and John Carroll prepares them to flourish locally, nationally and internationally. More than 11,000 alums live in 49 states and throughout the world.

Student Population

INCREASE **20%**

over 5 years

578

Enrollment for the 2025-2026 school year.

56% Female	44% Male

Most diverse student population in the Birmingham Metro Region

Caucasian	64%
African-American	14%
Hispanic/Latino	13%
Asian	5%

65% OF STUDENT POPULATION PARTICIPATES IN MORE THAN ONE ATHLETICS OR PERFORMING/FINE ARTS ACTIVITY

JOHN CARROLL TODAY

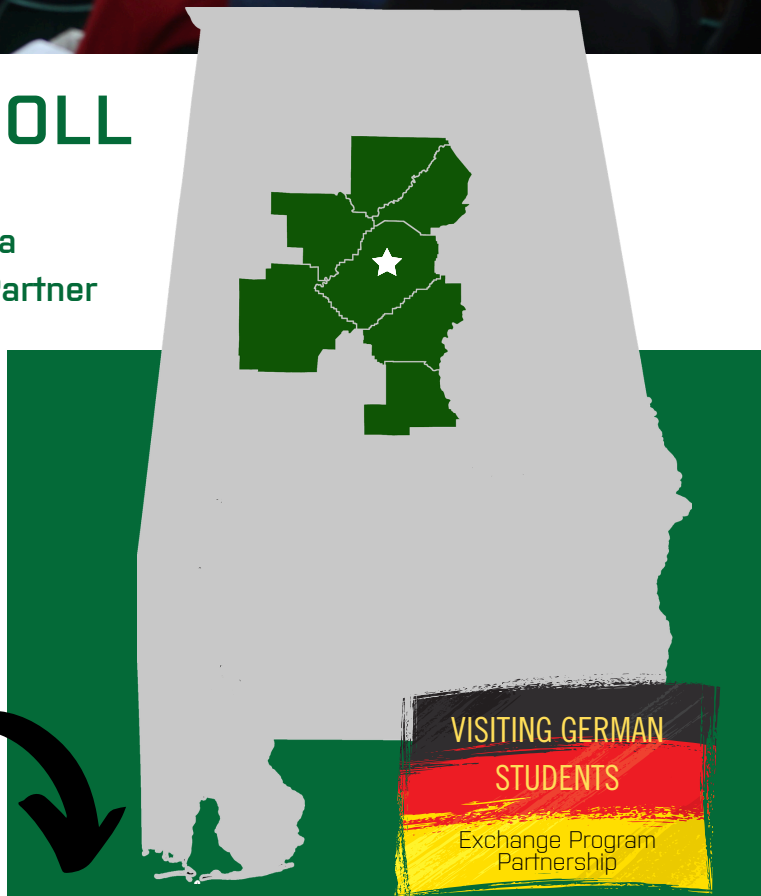
WHERE WE LIVE



WE ARE ONE CARROLL

JCCHS accepts applications from all elementary and middle schools but has a special relationship with our Diocesan Partner Elementary & Middle Schools:

Our Lady of the Valley
Saint Francis Xavier
Holy Family Catholic Academy
Our Lady of Sorrows
Prince of Peace
Saint Rose Academy



STUDENTS COME FROM:

75% Approximate percentage of students from Diocesan Catholic Schools/Parishes enrolled at JCCHS each year.

29 Neighborhoods in the City of Birmingham

11 Municipalities in Jefferson County

8 Counties in Alabama

JEFFERSON | WALKER | TUSCALOOSA
BLOUNT | SHELBY | CHILTON | ST. CLAIR
CULLMAN

JOHN CARROLL TODAY

HOW WE HELP



JCCHS TUITION ASSISTANCE

At JCCHS, it is our goal to serve all families that choose to invest in their child's future by committing to a John Carroll education. John Carroll strives to make tuition affordable for everyone and we encourage all families to apply for our tuition assistance program.

THE CHOOSE ACT ALABAMA

Signed into law by Governor Kay Ivey on March 7, 2024, the CHOOSE Act makes refundable income tax credits available in an educational savings account (ESA) to pay up to $7,000 of tuition and other qualifying educational expenses.

Follow the QR Code to learn about The CHOOSE Act Alabama and how it is helping Alabama families!

SGO'S

- C2 Scholarships
- Renaissance Scholarships, Inc.
- Scholarships for Kids

Approximate # of JCCHS students who qualify for some form of tuition assistance.

75

JCCHS Tuition Assistance

100

The CHOOSE Act

50

Scholarship Granting Organizations (SGOs)

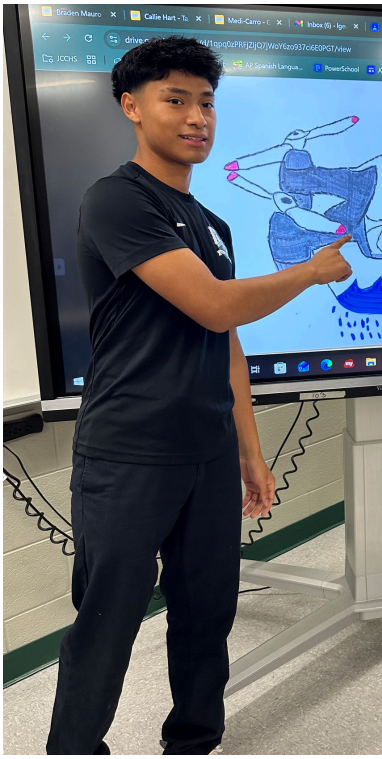
JOHN CARROLL TODAY

HOW WE LEARN

Check out the Class of 2025 School Profile for more details!







JCCHS BY THE NUMBERS

91% Pass rate on the AP English Language & Composition Exam

'AP SCHOLARS WITH DISTINCTION' EARNED **31**

NATIONAL MERIT SCHOLARSHIP WINNER

Class of 2026

1

*8 Finalists & Semi-Finalists over the last 4 years

MAY 2026:

168

Students Took

391

AP EXAMS

92% **AP Spanish Exam Pass Rate**

ACT *Score Averages*

JCCHS: 23.2
State: 18
National: 19.4

4 **WORLD LANGUAGES:**

Latin | Spanish | French | Greek

JOHN CARROLL TODAY

HOW WE ARE FORMED

The "Lived Faith" Award recognizes one female and one male from the graduating class who have given witness in their daily lives to the charity that is a true reflection of the Divine Love that we are all invited to live out.



SPIRITUAL LIFE

IN THE GREAT CATHOLIC EDUCATIONAL TRADITION, THE SPIRITUAL LIFE SUFFUSES ALL WE DO AT JOHN CARROLL.

ABOUT CAMPUS MINISTRY

Campus Ministry isn't just a class... it's a campus-wide experience.

Opportunities for worship, service leadership, and spiritual growth for all students sets Campus Ministry apart and makes it a cornerstone experience for Cavalier students.

WORSHIP

- Weekly (student led) school Mass
- First Friday
- Adoration
- Sacrament of Reconciliation offered routinely
- Special Masses throughout the school year
- Morning & afternoon student-led school-wide prayer
- Chapel visits

DISCIPLESHIP

- Active and engaged Campus Ministry program
- Campus Minister with open-door to students
- Campus Sodality Programs (female students)
- Bible Study (male students)
- RCIA Program
- Priest, Campus Minister, and two full-time Dominican Sisters on staff

COMMUNITY

- Yearly off-campus class retreats for each grade
- Kairos (upperclass) retreat opportunity
- Metanoia (underclass) retreat opportunity
- St. Monica's Mission - support for life organization
- Quarterly Praise & Worship Nights

JOHN CARROLL TODAY

HOW WE SERVE



> Whoever wishes to be my follower must deny his very self, take up his cross each day, and follow in my steps.
> - Luke 9:23

SERVICE

OUR FAITH IN GOD IS MANIFESTED THROUGH OUR LOVE, CONCERN, AND SERVICE FOR OTHERS.

By reaching out, we learn and understand more about the needs of other people. Our talents, so often taken for granted, become more appreciated and developed. With Jesus as our model, we are encouraged to give back to our communities through the gifts that God has given us.



A FEW OF THE ORGANIZATIONS CAVALIER STUDENTS HAVE TOUCHED

- Catholic Center of Concern
- Food For Our Journey mobile food bank
- Laura Crandall Brown Foundation
- First Light Womens Shelter
- Nazareth House
- Exceptional Foundation
- Habitat for Humanity
- Oak Mountain Mission Ministries
- Five Points Hospice
- Grace Klein Community Food Distribution Site
- Ronald McDonald House
- Salvation Army
- The Lovelady Center
- Jimmie Hale Mission

JOHN CARROLL TODAY

HOW WE STRIVE



PERFORMING & FINE ARTS

Opportunities know no bounds when it comes to the study and practice of the performing and fine arts at JCCHS:

- THEATRE: Including stage craft, graphic design, directing, speech, communications and acting.
- BAND: Including marching, jazz and, concert band performances and competitions.
- CHOIR: JCCHS Chorus & Honors Mixed Ensemble performances and competitions.
- VISUAL ARTS: Beginning to Honors classes - including installation projects.

Collegiate Opportunities



Performing Arts Signing Day:

Owen Muro (Mississippi State University Marching Band), Jet Garzarek (Jacksonville State University Theatre), Evelyn Topazi (Auburn University Colorguard), Avery Kononchek (Auburn University Danceline).

40% *of the JCCHS Class of 2026 were active in performing & fine arts.*

THE MISSION

Students in all fine arts disciplines engage in projects designed to promote and reinforce each individual student's God-given talents and artistic gifts.

JOHN CARROLL TODAY

HOW WE STRIVE



ATHLETICS

At John Carroll, athletics are integral part of student life. Cavaliers know that commitment, the pursuit of excellence, and growth in virtue and character is also where rewards are achieved.... not just in games but in practice and more importantly, in the challenge of daily life. Whether we are on the court, on the field, in the water, or cheering from the stands - Cavaliers are a part of something bigger than themselves!

JCCHS fields 67 athletic teams each academic year!

Collegiate Opportunities

The Class of 2026 has produced 13 students-athletes who will be competing at the next-level in college.



SINCE 1947

76 STATE & NATIONAL Championships

Across 16 SPORTS

THE MAGIC CITY TODAY

ABOUT BIRMINGHAM, AL



John Carroll is situated conveniently just 'over the mountain,' along the beautiful and revitalized Lakeshore Parkway corridor in the suburb of Homewood.

DID YOU KNOW?

Population:
The city of Birmingham has a population of nearly 200,000 and is the central hub of the Greater Birmingham Region with a population of 1.1 million, making it the largest population and economic region in the state of Alabama.

Access:
Five interstates provide access to more than 80% of the U.S. population in a two-day drive. The Birmingham-Shuttlesworth International Airport offers 114 flights to 26 airports and 23 cities.

Home Costs:
The average home cost in the Birmingham area is $285,000 and Birmingham currently has the lowest Property Tax in the continental US.

Use the QR Code to discover why Birmingham Has More!

BIRMINGHAM AREA ATTRACTIONS:

- Barber Vintage Motorsports Museum
- Birmingham Museum of Art
- Birmingham Botanical Gardens
- Birmingham Zoo
- Birmingham Vulcan Park
- McWane Science Center
- Birmingham Barons Minor League Baseball Team
- Birmingham Stallions (USFL)
- Birmingham Civil Rights Insitute
- Red Mountain Park
- Ruffner Mountain Park
- Sloss Furnace
- Railroad Park
- Seven James Beard Award Winning restaurants and chefs

9%

Cost of living % lower than the national average.

JOHN CARROLL CATHOLIC HIGH SCHOOL

POSITION TITLE	President
POSITION STATUS	Exempt, Full-time Regular, Benefits Eligible

POSITION SUMMARY

The President serves as the chief executive officer of the school and is responsible for advancing its mission, Catholic identity, and long-term sustainability. The President provides strategic, financial, and external leadership, with particular emphasis on institutional advancement, donor engagement, and financial vitality.

Operating within a President-Principal model, the President focuses on mission leadership, advancement, finance, and external relations, while collaborating closely with the Principal, who is responsible for academic leadership and the daily operation of the school.

John Carroll Catholic High School is supported by two foundations, the John Carroll Education Foundation and the John Carroll Excellence in Athletics Foundation. The President partners with the School Advisory Council and the foundations to ensure the school has the resources, visibility, and strategic direction necessary to thrive as a Catholic educational institution.

The President is appointed by the Bishop of the Diocese of Birmingham in Alabama and directly reports to the Superintendent of Schools. The President is expected to abide by the established policies and procedures of the Diocese of Birmingham and the Catholic Schools Office.

ESSENTIAL FUNCTIONS

1. Mission and Catholic Identity

- Ensures that the school's statement of vision, mission and philosophy reflects that of the Bishop of Birmingham, the Superintendent of Schools, and the Catholic Church, and is the formational center of the school's academic, social and co-curricular goals of the school.
- Serves as the primary steward of the school's Catholic mission, ensuring integration of faith, values, and Gospel principles across all aspects of the institution as defined by the Magisterium of the Catholic Church and the Bishop of Birmingham.
- Articulates and promotes the mission, vision, and philosophy of the school to internal and external stakeholders.
- Models a faith-filled life and fosters a culture rooted in dignity, respect, and Catholic tradition.
- Works in partnership with the Principal to embed Catholic identity in student life, programs, and community engagement.

JOHN CARROLL CATHOLIC HIGH SCHOOL

2. Strategic Leadership and Governance

- Leads the development and execution of a comprehensive strategic plan focused on mission advancement, academic excellence, Catholic Identity, enrollment growth, and long-term sustainability and a corresponding operational plan with accountability metrics.
- Ensures alignment between school priorities, resources, and long-term strategic goals.
- Provides regular updates to Superintendent and other stakeholders on performance, risks, and strategic progress.
- Establishes a culture of accountability, transparency, and continuous improvement.
- In collaboration with the Principal, establishes an organizational structure that addresses the needs of the school and through which working relationships and lines of authority and responsibility for the operation of the school are clearly defined.
- Ensures organizational processes, priorities, and decision-making are aligned with diocesan and school policies.

3. Advisory Council / Board Engagement

- Serves as the primary liaison to the Advisory Council, ensuring strong governance, communication, and alignment on strategic priorities.
- Actively partners with Council leadership to:
  - Develop agendas, reporting, and strategic discussions
  - Leverage member expertise in finance, advancement, facilities management and community engagement
  - Drive accountability for strategic plan execution
- Engages Council members in advancement efforts, including donor cultivation, introductions, and campaign leadership.
- Provides timely and transparent communication on financial performance, enrollment trends, and major initiatives.
- Supports recruitment, development, and evaluation of Advisory Council membership aligned with school priorities.
- Partners with the John Carroll Educational Foundation and the John Carroll Excellence in Athletics Foundation to align mission, priorities and needs and provides timely and up-to-date information regarding the school's finances, public relations, needs, goals and mission to both groups.

4. Institutional Advancement and Donor Engagement

- Serves as the chief advancement officer and lead fundraiser for the school, responsible for meeting or exceeding annual and long-term fundraising goals.
- Personally cultivates, solicits, and stewards relationships with major donors, benefactors, alumni, and foundations.

JOHN CARROLL CATHOLIC HIGH SCHOOL

Institutional Advancement and Donor Engagement Cont.

- Leads development of a comprehensive advancement strategy, including:
  - Annual giving
  - Major gifts
  - Capital campaigns
  - Endowment growth
  - Planned giving programs
- Oversees advancement, marketing, alumni relations, and communications functions to ensure a unified and effective external strategy.
- Ensures strong donor pipeline management, engagement activity, and stewardship practices.
- Actively engages with the community to elevate awareness, reputation, and philanthropic support for the school.
- Builds partnerships with corporations, civic organizations, and institutions to expand financial and programmatic support.

5. Finance, Operations, and School Sustainability

- Maintains overall responsibility for the financial health and sustainability of the school, including revenue generation and cost management.
- Develops and oversees the annual operating budget in collaboration with the Principal, school Business Manager, and school Finance Council.
- Ensures appropriate internal controls, financial reporting, and compliance practices.
- Oversees business operations, facilities planning, and capital investment priorities.
- Ensures long-term financial planning aligns with enrollment and advancement strategies.

6. Leadership of Personnel and Organizational Structure

- Supervises senior administrative leaders aligned with President responsibilities.
- Hires, supervises, and evaluates the Principal in accordance with procedures set by the Catholic Schools Office and the Diocese of Birmingham.
- Ensures clear delineation of authority and accountability between President and Principal roles.
- Promotes a high-performance culture focused on mission, accountability, and collaboration.

7. President-Principal Partnership

- Maintains a strong, collaborative partnership with the Principal, who leads academic and student life operations.
- Aligns regularly on:
  - Strategic priorities
  - Enrollment management
  - Budget and financial planning
  - Student-related matters requiring executive input
- Supports the Principal while ensuring organizational alignment and overall performance accountability.

JOHN CARROLL CATHOLIC HIGH SCHOOL

8. Community Engagement and External Leadership

- Serves as the primary ambassador and public voice of the school.
- Builds and sustains strong relationships with parents, alumni, parishes, donors, the diocese, and the broader community.
- Ensures consistent, mission-aligned branding, messaging, and communications.
- Maintains a visible presence at key school and community events to strengthen engagement and support.

KEY COMPETENCIES

- Mission-driven leadership
- Advancement and fundraising excellence
- Strategic thinking and execution
- Financial stewardship
- Relationship building and external engagement
- Executive presence and communication
- Confidentiality

ESSENTIAL KNOWLEDGE, SKILLS & ABILITIES

Required:

- Practicing Catholic in good standing with the Church.
- Models a commitment to Catholic education.
- Experience in Catholic education and familiarity with the governance structures and mission of the Catholic Church.
- Demonstrated executive leadership experience in advancement, nonprofit management, education, or related fields.
- Proven track record of successful fundraising and donor relationship management.
- Strong financial acumen and experience managing budgets and organizational performance.
- Exceptional communication, interpersonal, and stakeholder engagement skills.
- Maintains up-to-date personal certification for the diocesan Safe Environment program.
- Active participation in professional development, formation, and continuing education as appropriate to the role.

Preferred:

- Advanced degree
- Prior experience working with Boards or Advisory Councils

JOHN CARROLL CATHOLIC HIGH SCHOOL

HOW TO APPLY

Interesed applicants should send the items listed below to:

Margaret Dubose, Superintendent of Schools, at:
mdubose@bhmdiocese.org

- A current resume
- A Letter of Interest
- List of five professional references with title, phone numbers, and email addresses
- Completed diocesan application

The position will remain open until filled.

DIOCESE OF BIRMINGHAM
2121 3rd Avenue North
Birmingham, AL 35203

THE ROMAN CATHOLIC DIOCESE OF BIRMINGHAM in ALABAMA
CATHOLIC SCHOOLS

John Carroll CATHOLIC HIGH SCHOOL

JCCHS
300 Lakeshore Parkway
Birmingham, AL 35209

JOHN CARROLL CATHOLIC HIGH SCHOOL

JOB CONDITIONS/PHYSICAL DEMANDS

The following are representative of the physical capabilities that must be met by an employee and the working conditions that any employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to push, pull, lift, and carry items up to 30 pounds.
- While performing the duties of this job, employee is required to sit, stand, stoop, walk, talk, hear, reach, and perform repetitive motions of the fingers, hands, and wrists.
- Work is performed in an office setting, with periods of high stress.
- Employee is required to do extensive close computer work.
- Significant evening and weekend commitments, including school, donor and community events
- Regular external engagement and travel within the community.
- Periodic travel outside of the local area may be necessary for external engagement and attendance at conferences.

I understand that the above statements are intended to describe the general nature and level of work required of this position. This is not meant to be an exhaustive list of all responsibilities, duties, and skills required. Persons with disabilities may receive reasonable accommodations for performing the essential duties. Duties and responsibilities are subject to change as the needs and requirements of the position change, as determined by the Bishop or his designee.

SIGNATURES

PRESIDENT/DATE: _____

BISHOP (OR DESIGNEE)/DATE: _____