



CANDIDATE PROFILE

PRESIDENT/CEO

DETROIT, MI

Start date January 2026

This is an exciting leadership position for a mission-inspired leader who is open to new opportunities and challenges. Leaders from a wide variety of professional backgrounds are encouraged to apply. A candidate's professional path does not need to be in education, but s/he must believe that education has the power to transform lives.



CRISTO REY NETWORK'S MISSION

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. The Cristo Rey Network partners with educators, businesses and communities to enable students to fulfill their aspirations for a lifetime of success.



ABOUT THE CRISTO REY NETWORK

Succeeding in today's world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. The Network's 40 high schools serve 12,350 students across the U.S. Cristo Rey students across the country earned nearly \$76 million towards their own private high school education costs through corporate jobs in the Corporate Work Study Program. Their success continues onward through college. Cristo Rey graduates are three times more likely to complete a bachelor's degree within six years than their demographic peers. The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly – in life.

To learn more about the Cristo Rey Network, visit www.cristoreynetwork.org.



ABOUT DETROIT CRISTO REY HIGH SCHOOL

Cristo Rey school in Michigan. It is sponsored by The Basilian Fathers and the Sisters, Servants of the Immaculate Heart of Mary. The Congregation of St. Basil's motto for the is, *Teach me goodness, discipline and knowledge*. And the IHM community's mission is, *Urged by the love of God, we choose to work with others to build a culture of peace and right relationship among ourselves, with the Church and with the whole earth community*.

DCR is located in Southwest Detroit's Historic West Vernor – Junction District, less than four miles from downtown. The school occupies the former Holy Redeemer High School building on a campus it shares with Most Holy Redeemer Parish and Holy Redeemer Grammar School.

DCR's 2024-25 enrollment was 270 students. Ninety three percent of DCR students identify as Hispanic/Latino, followed by 5% Black, and 2% White. In the finest of Catholic tradition, DCR welcomes students of all faith traditions. All students participate in a yearly retreat and celebrate Mass as a school community.

DCR provides an excellent college-preparatory education, including AP courses. Since 2012, 100% of DCR's graduates were offered college admission. Seventy-eight percent of the Class of 2023 enrolled in college within one year of graduation (66% 4-year, 12% 2-year,) earning \$11.35 million in college scholarships.

The school's 2023-24 budget was \$4.8 million, with an average cost per student of \$17,871. Fundraising revenue was \$2.2 million, accounting for approximately 45% of operating expenses.

Like all Cristo Rey schools, DCR is proud of its Corporate Work Study Program, which includes many of Detroit's most respected law firms, hospitals, banks, businesses, and nonprofit organizations. Students earn up to half of their own tuition while gaining valuable workplace experience and developing the confidence and professional skillsets that will give them a competitive advantage in college and careers. Approximately 42% of DCR's operating revenue is earned through the CWSP.

To learn more about Detroit Cristo Rey High School, please visit www.detroitcristorey.org.

The Cristo Rey Network's Mission Effectiveness Standards

1. A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.
2. A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.
3. A Cristo Rey school is family centered and plays an active role in the community.
4. A Cristo Rey school prepares all students to enter and graduate from college.
5. A Cristo Rey school requires participation by all students in the Corporate Work Study Program.
6. A Cristo Rey school integrates the learning present in its work program, classroom and extracurricular experiences.
7. A Cristo Rey school has effective administrative and board structures, and complies with applicable state and federal laws.
8. A Cristo Rey school is financially sound.
9. A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.
10. A Cristo Rey school is an active participant in the Cristo Rey Network.

An innovative funding model

The Corporate Work Study Program (CWSP) is an innovative and transformative model wherein students work one day per week, every week throughout the academic year to offset the cost of their private college preparatory education. The CWSP is more than just a means to cover education costs. It is a transformative journey that opens doors to a brighter future, breaking the cycle of limited opportunities and paving the way for Cristo Rey students to achieve their dreams.

The financial model of Cristo Rey schools is structured such that, when the school has reached full enrollment, fees from the CWSP (paid by employer sponsors) are expected to cover approximately 50% of a student's tuition and generous benefactors (and school vouchers in some states) will contribute approximately 40%. Cristo Rey families will be asked to contribute what they can afford, covering approximately 10% of a student's tuition.

The CWSP operates as a separate entity, acting as a temporary employment agency within the school. It shares common board governance and management with the school.

ABOUT THE POSITION

As the organizational leader, the President/CEO is ultimately responsible for the school's Catholic identity, educational excellence, and financial strength. S/He will be critical in establishing the culture of the school as well as representing the school in the greater Detroit community.

This President/CEO's role is largely external facing and forward looking. S/He will be expected to be a high-profile ambassador for Cristo Rey in the Detroit business, philanthropic, and faith communities. S/He will focus on community engagement, fundraising, strategic planning, organizational development, and financial sustainability. As a school that serves only students with limited economic resources, the President/CEO will lead a substantial ongoing fundraising and corporate sponsorship recruitment effort every year to secure resources.

The President/CEO will be hired by, and report to, the Board of Trustees. DCR uses the President-Principal model of leadership, wherein the President/CEO will lead a team that includes the following direct reports: Principal, Vice President of Development & Communications, Vice President of Sales & Operations / Corporate Work Study Program, Chief Financial Officer, Director of Admissions, and Director of Operations / Chief Technology Officer.

The President/CEO will inspire organizational and professional confidence from a wide variety of stakeholders. Her/His primary relationships include business, religious, and civic leaders; donors; the Cristo Rey Network; the Basilian Fathers; the Sisters, Servants of the Immaculate Heart of Mary; senior school administrators; and board members. In the President-Principal model, the Principal's primary relationships include faculty, students, and parents.



CAREER PATH

The Cristo Rey Network has found that successful schools are led by leaders with broad institutional- and executive-level experience from a wide variety of fields. Experience in Catholic education is desirable, but not required. Candidates demonstrating organizational leadership and chief executive skills from nonprofit, business, health care, social services, public service, military, and other fields are encouraged to apply.

QUALIFICATIONS

- Practicing Catholic strongly preferred. Faith-filled leaders of other faith traditions who are willing to embrace, steward, and celebrate the school's Catholic identity will also be considered.
- Bachelor's degree required.

PROFESSIONAL SKILLS / SENIOR EXPERIENCE

- Effective and inspirational communicator, both oral and written
- Terminal decision-making authority, ideally in a nonprofit or educational environment
- Creating, articulating, and implementing a vision
- Financial acumen, including annual and multi-year budget development
- Business development, sales
- Philanthropic fundraising
- Strategic planning, change management
- Building and inspiring a senior leadership team
- Networking and maintaining relationships with a wide range of stakeholders
- Working with families with limited economic resources
- Experience working with people from different cultures
- Knowledge of the Detroit business and philanthropic communities



LEADERSHIP / PERSONAL QUALITIES

- Uncompromising character and integrity
- Strong moral compass, rooted in religious faith
- Servant-leader mindset
- High emotional intelligence, strong interpersonal skills
- A bridge-builder who is involved in her/his civic community
- Advocate for Social Justice / embraces Catholic Social Teaching
- Passionate about education as a means of transforming lives
- Navigates comfortably and credibly between academic and corporate environments
- Knows how to collaborate and when to be decisive
- Critical thinker / creative problem solver
- Decisive / direct / clear standards and expectations
- Relational / collaborator / active listener
- Self-reflective, open to growth



COMPENSATION

\$170,000 - \$200,000 based on experience.
Benefits include health care and retirement.





APPLICATION PROCESS

A Search Committee has been established to help promote this opportunity and screen candidates. Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process. Interviews will take place in late November and December.

Applications are due October 31, 2025, or until a candidate is selected.

Inquiries and applications may be directed to:

Lorcan Barnes, President of Lester Consulting Group, Inc.
lbarnes@lcginc.net
(916) 826-5703

To apply, please submit, as one (1) pdf:

1. A cover letter,
2. Your resume,
3. Four professional references (will only be contacted if a candidate is advanced as a semi-finalist,) and
4. A one-page essay responding to one (1) of the following prompts:
 - Describe how your personal values and professional experience align with the Cristo Rey Network's mission.
 - Describe a life experience (personal or professional) that compels you to be a champion for students with limited economic resources.
 - Describe a situation where you have led a team to embrace a shared vision and take action. What did you learn about yourself in this experience?

STATEMENT OF NONDISCRIMINATION

It is the policy of Detroit Cristo Rey High School to provide equal employment opportunities and hire, promote, and retain employees without regard to race, color, religion, sex, national or ethnic origin, age, height, weight, marital status, pregnancy, genetic information, disability, military service, or any other protected classification as required by applicable state or federal law.