



PRESIDENT

September 1, 2026

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

CSGK serves within the Diocese of Kalamazoo, which spans nine counties of southwest Michigan and is home to roughly 80,000 Catholics, some 59 parishes and missions, and more than twenty Catholic schools. The mother church is the Cathedral of Saint Augustine, and the diocese is led by the Most Reverend Edward M. Lohse, installed as Bishop in 2023. The President serves as a key partner to the diocese in carrying its educational mission forward.

CSGK unites four Catholic schools across Kalamazoo County into one mission-driven system, serving students from preschool through grade twelve in a nurturing, faith-centered environment.

St. Augustine Cathedral School, Preschool through Grade 8 (Kalamazoo)

The parish school of the diocesan cathedral, forming young students in faith and academics at the heart of the city.

St. Monica Catholic School, Preschool through Grade 8 (Kalamazoo)

A close-knit elementary community known for its strong faith life, family engagement, and academic care.

Light of Christ Academy, Preschool through Grade 8 (Augusta)

Serving families east of Kalamazoo, extending the system's Catholic mission into the surrounding communities.

Hackett Catholic Prep, Grades 9 through 12 (Kalamazoo)

The system's college-preparatory high school and home to CSGK's shared central offices and services.

One System, Shared Strength

Housed within Hackett Catholic Prep, CSGK's shared services unite the schools across finance, human resources, tuition and financial assistance, enrollment, advancement, alumni engagement, technology, and food service, allowing each school to focus on its students while operating with the efficiency of a larger system.

The Opportunity

A defining moment for Catholic education in Kalamazoo

The Catholic Schools of Greater Kalamazoo (CSGK) seek a visionary President to serve as Chief Executive Officer of a newly unified, county-wide Catholic school system. A family of schools since 2004, CSGK was brought together as a single, consolidated system in 2026 under the sponsorship of the Diocese of Kalamazoo and now enters a defining chapter of integration and growth.

Reporting to the Board of Directors, the President will lead an ongoing period of system integration, enrollment growth, financial stability, governance clarity, and the renewal of a vibrant Catholic identity across every school. This is a rare opportunity to shape the foundation of an emerging system and to leave a lasting mark on the formation of young people in southwest Michigan.

The President provides leadership for strategy, operations, finance, advancement, and community engagement, working in close collaboration with school principals who lead academics and daily operations under the President's supervision.

Fast Facts

Est. 2004 A family of schools, unified into one county-wide system in 2026	4 Schools Serving Kalamazoo County, Michigan	PreK–12 Preschool through high school	9 Counties Within the Diocese of Kalamazoo
Board-Led President reports to the Board of Directors	Bishop-Approved Appointment confirmed by the Diocesan Bishop	~ \$200K Compensation, commensurate with experience, plus benefits	Oct 1, 2026 Application deadline

Living In Kalamazoo

An affordable, vibrant place to call home

Perfectly positioned

In southwest Michigan, roughly halfway between Chicago and Detroit, with the Lake Michigan shoreline about an hour to the west.

Remarkably affordable

Cost of living runs about 12 to 15 percent below the national average, with housing roughly a third less than the U.S. average.

A true college town

Home to Western Michigan University and Kalamazoo College, and the renowned Kalamazoo Promise scholarship.

Arts, lakes and recreation

A nationally recognized arts scene and more than 80 public-access lakes across the surrounding area.

Strong economy

Anchored by major employers including Stryker, Pfizer, and Bell's Brewery, with excellent regional healthcare.

Family-friendly

A welcoming, culturally rich community that is an easy and rewarding place to relocate and raise a family.

The Role

President and Chief Executive Officer

The President serves as the chief executive officer of CSGK, responsible for the overall leadership, mission advancement, and operational effectiveness of the school system. The President implements the policies established by the Members and Board of Directors, supervises principals and central office staff, and advances Catholic identity, strategic priorities, and institutional vitality.

Key Responsibilities

- **Mission and Catholic Identity.** Serve as a visible Catholic leader who safeguards the mission and faith formation of every school, in alignment with diocesan teaching.
- **Executive Leadership and Governance.** Lead operations while reporting to the Board and honoring the authority reserved to the Members; help shape long-range strategy.
- **Leadership of the System and People.** Hire, supervise, evaluate, and support principals and central office leaders, in coordination with the Diocesan Office of Schools.
- **Strategy and Effectiveness.** Drive a system-wide strategic plan and continuous improvement in enrollment, academics, and long-term sustainability.

- **Financial Management.** Oversee operating and capital budgets, ensure sound stewardship and controls, and partner with the Finance Committee.
- **Advancement and Enrollment.** Lead fundraising, donor engagement, marketing, and enrollment; serve as the system's primary ambassador to the community.
- **Board and Stakeholder Communication.** Maintain proactive, transparent communication with the Board, Members, parishes, families, and the wider school community.

The Ideal Leader

Who we are seeking

Qualifications

- A practicing Catholic in good standing, committed to the mission of Catholic education.
- Bachelor's degree required; advanced degree preferred.
- Proven senior leadership in education, nonprofit, or complex organizations.
- Demonstrated success in strategic planning, financial management, and organizational leadership.
- Preferred: experience in Catholic or faith-based education, advancement and enrollment growth, and governance.

Leadership Competencies

- Mission-driven and faith-centered leadership.
- Strategic and systems thinking.
- Collaborative leadership within a president and principal model.
- Financial and operational acumen.
- Strong interpersonal and communication skills.
- Integrity, discretion, and sound judgment.



Governance At A Glance

How CSGK is led

CSGK is an apostolate of the Diocese of Kalamazoo, governed by a Board of Directors under the ultimate canonical and corporate authority of the Members, chaired by the Diocesan Bishop.

Members · Chaired by the Diocesan Bishop

Ultimate canonical and corporate authority; approve the President and principal decisions



Board of Directors

Fiduciary and policy leadership; the President reports here



President (Chief Executive Officer)

Leads strategy, operations, finance, and advancement; appointment approved by the Bishop



School Principals and Central Office

Academic and daily leadership; Local Advisory Councils advise each school

The Diocesan Superintendent of Schools serves ex officio and participates in the evaluation of the President and principals.



Salary: CSGK offers a competitive compensation range of approximately \$175,000 – \$200,000, commensurate with experience, together with a comprehensive benefits package consistent with diocesan and CSGK policies. Relocation support may be discussed with strong candidates.

CSGK hopes to welcome their new President as soon as they are able. While an earlier start is preferred, they are committed to finding the right leader and will accommodate a reasonable transition, including a start as late as 2027.

Application Deadline: November 15, 2026

(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Marie Keith
Vice President, Education
Catholic Recruiter Associates
Marie@CatholicRecruiter.com

Note: Only those selected for an interview with the search committee will be contacted.

This position serves a vital religious function that supports the mission and beliefs of the Roman Catholic Church.

Search managed by:

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