



PRESIDENT

January 23, 2026

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Mission Statement

To provide a solid foundation in the Catholic faith, foster academic excellence, and educate children to be successful leaders who serve their community.

The Role of the President

The President provides visionary and inspirational leadership for all areas of operation through the implementation of a strategic plan. The President ensures that the Catholic dimension and mission of the school is developed across all organizational practices, both internally in daily operations and externally in the community. It is the expectation that the President will perform each duty in harmony with Church doctrine and exemplify a healthy individual spiritual practice in order to achieve the fullest attainment of the school's mission.

Washington Catholic seeks candidates with exceptional relationship-building, interpersonal, and communication skills that inspire collaboration from all internal and external constituent groups. Candidates should demonstrate a proven track record of acquiring funds through the identification, cultivation, and solicitation of major gifts from individuals, foundations, and corporations. Candidates should possess significant management experience, financial acumen, and expertise in business management, as well as experience in planning and overseeing extensive capital and building projects to enhance facilities. In addition, the President should be capable of leading a team of educational administrators, possess an understanding of the President/Principal model of administration, and be effective working with parish administration and advisory councils.

The President of Washington Catholic will be directly responsible to the Bishop through his Priest-Delegate and Superintendent of Catholic Schools.

SEEKING A TRANSFORMATIONAL LEADER!

Join **WASHINGTON
CATHOLIC SCHOOL**
PK-12th Grade | EVANSVILLE, IN



Washington Catholic Schools — Quick Facts

Institution Profile

- Founded: 1857 — one of the oldest Catholic school communities in Indiana, rooted in a long tradition of Catholic education and formation.
- Grades Served: PreK–12 (distinct elementary, middle, and high school programs).
- Enrollment: Approximately 337 students across all grades (PreK–12).
- Average Class Size: ~15 students, supporting personalized instruction and strong student-teacher relationships.
- Student-Teacher Ratio: ~16:1, enabling closer mentoring and individualized academic support.
- Location: Adjacent to the courthouse square in Washington, Indiana, fostering community presence and accessibility.

Academic Strengths

- Rigorous Catholic curriculum infused with faith, character development, and academic excellence from early childhood through high school.
- Dual credit and advanced offerings (including college-level coursework through partnerships with local universities) — emphasizing college readiness.
- Graduation & Scholarship Success: Near 100% graduation rate and \$4.6+ million in scholarships awarded to students — a strong indicator of academic preparation and post-secondary success.

Student Life & Activities

- Athletics: Competitive teams in sports such as basketball, soccer, tennis, cross country, volleyball, and golf, with athletics viewed as integral to spiritual, mental, and physical development.
- Clubs & Leadership: Opportunities for student involvement — including Beta Club, Key Club, Art Club, March for Life, and more — fostering leadership and service.

Mission & Culture

- Catholic Identity: Daily integration of faith into the curriculum, with Theology required each semester and regular sacramental/prayer life clearly embedded in school culture.
- Whole-Person Formation: Emphasis on academic excellence, spiritual growth, moral development, and community service — preparing students not just for college, but for life.
- Community Support: Strong partnership between families, parishioners, and faculty — creating a deeply relational, supportive environment.

Selling Points

- Intimate learning community with individualized attention and strong academic support.
- Embedded Catholic culture where faith informs every aspect of education and school life.
- College and career preparation evidenced by scholarship earnings and dual-credit opportunities.
- Tradition + innovation: A legacy dating to 1857, coupled with modern teaching practices and engagement.

Our Lady of Hope Parish — Quick Facts

Identity & Mission

- Parish Name: Our Lady of Hope Catholic Church (part of the Catholic Community of Washington).
- Serves: Washington Catholic Schools and the broader Catholic population of Washington, IN.
- Community Focus: Active parish life emphasizing worship, sacramental life, stewardship of time/talents/resources, and vibrant community engagement.

Parish & School Relationship

- Integral Partnership: The parish and Washington Catholic Schools operate as a unified community — with parishioners often serving on boards, volunteering in schools, and participating in school events.
- Faith Formation: Parish ministries support religious education, youth formation, and sacramental preparation at all levels, enhancing the Catholic identity of the school system.

Selling Points

- Strong support system: The parish's active involvement helps sustain enrollment, volunteer engagement, and community spirit.
- Rich Catholic culture: Regular Mass, parish events, and faith activities reinforce a grounded, community-wide Catholic experience

Relocation Snapshot: Evansville

A welcoming Midwestern river city offering affordability, strong Catholic life, and an exceptional quality of life for families and faith-driven leaders.

Community & Atmosphere

Evansville is a friendly, relationship-driven city where people know one another and community involvement matters. It combines the accessibility and pace of a mid-sized city with the amenities of a regional hub—arts, healthcare, higher education, dining, and entertainment—without congestion or long commutes. Leaders relocating to Evansville often remark on how quickly they feel “at home.”

Cost of Living & Housing

One of Evansville’s most compelling advantages is affordability. The overall cost of living is **below the national average**, with housing costs significantly lower than most metropolitan areas. Attractive neighborhoods, historic homes, and new construction communities allow families to purchase spacious homes—often within minutes of work, schools, and parish life—at a fraction of the cost found in larger cities. This affordability supports long-term stability and a comfortable lifestyle.

Catholic Life & Faith Community

Evansville has a **strong and visible Catholic presence** anchored by the **Catholic Diocese of Evansville**, which serves **26 Catholic schools (22 elementary, 4 high schools)** across the region. Parishes are active and welcoming, with Catholic education deeply woven into the fabric of the community. For Catholic school leaders, this creates a supportive faith ecosystem with strong parish-school relationships and shared mission.

Education Options

- Catholic Schools: A robust diocesan system offering multiple Catholic education pathways for families.
- Public Schools: The Evansville Vanderburgh School Corporation (EVSC) is one of Indiana’s largest districts, serving over 22,000 students with a wide range of academic and extracurricular opportunities.
- Higher Education: Evansville is home to both the University of Evansville (private, NCAA Division I) and the University of Southern Indiana, adding cultural, athletic, and intellectual vibrancy to the city.

Culture, Arts & Lifestyle

Evansville offers a rich cultural life anchored by venues such as the historic Victory Theatre, home to the Evansville Philharmonic, Broadway-style performances, concerts, and community events. Downtown and riverfront areas continue to see investment, with local restaurants, festivals, museums, and seasonal events creating an engaging social scene. The Ohio River provides scenic beauty, walking paths, and opportunities for leisure and reflection.

Weather & Seasons

Evansville enjoys all four seasons:

- Warm summers ideal for outdoor events and riverfront activities
- Mild spring and fall seasons with beautiful transitions
- Winters that are present but generally manageable, with modest snowfall

This balance allows residents to enjoy seasonal rhythms without extreme conditions.

Accessibility & Travel

Evansville Regional Airport (EVV) offers convenient regional access with major carriers and direct leisure flights to several Florida destinations (seasonal). The city is also within driving distance of Louisville, Nashville, St. Louis, and Indianapolis, making regional travel and weekend getaways easy.

Why Leaders Choose Evansville

Evansville offers what many leaders seek but struggle to find: **mission-aligned community, affordable living, strong Catholic identity, excellent schools, and a pace of life that allows both professional excellence and personal well-being.** It is a place where a President and family can put down roots, build lasting relationships, and lead with purpose.

Top 10 Skills of a WCS Transformational President

#1 – Visionary Strategic Leadership

Ability to set and execute a VISION 2032 backed by measurable outcomes. Can articulate clearly what Washington Catholic Schools will become, not just manage what they are today.

Outcome: People follow because they believe in the direction and in the President's leadership.

#2 – Culture Builder & Inspirational Communicator

Creates belief, energy, and unity across faculty, athletes, parents parish, and alumni. Can rally people during change without losing empathy.

Outcome: People begin saying, "Something special is happening here."

#3 – Fundraising Advancement & Capital Campaign Leadership

Proven ability to lead \$8MM campaign with the support of Dave Worland, Jeff Purdue and the fundraising team thru major gift cultivation, alumni engagement, and donor relationships. Understands how to inspire investment through storytelling, vision casting, and stewardship.

Outcome: Successful execution of an \$8 million capital campaign in 2026 as foundation for WC's long-term sustainability.

#4 – Catholic Identity & Mission-Driven Formation

Deep personal commitment to Catholic values, sacramental life, and faith formation. Able to build a culture where Catholicity is visible, joyful, and central to daily life for students, families, and faculty.

Outcome: Spiritual growth becomes part of WC's academic and community excellence.

#5 – Enrollment Growth & Retention Strategy

Experience driving enrollment turnarounds through branding, recruitment pipelines, and retention tactics. Treats enrollment as the school's future-facing business engine.

Outcome: Stable and growing student enrollment

#6 – Academic Excellence & Instructional Innovation

Believes in rigor, literacy, STEM, and faith-integrated learning drive opportunity. Partners with principals and teachers to elevate expectations and outcomes.

Outcome: Washington Catholic Schools becomes the areas academic #1 choice again. WC Succeeds. No Excuses. No Exceptions.

#7 – Athletic & Extra Curricular Program Strategy

Understands the strategic role of athletics, arts, service, and clubs for identity and enrollment. Builds feeder programs and community partnerships.

Outcome: A strong athletic program culture that attracts families early and keeps them engaged.

#8 – Business & Operational Leadership

Treats the school as a mission-driven organization and a competitive enterprise. Comfortable with budgets, facilities planning, HR accountability, and board governance.

Outcome: WC Mission + Margin = Sustainability.

#9 – Team Builder, Talent Developer, & Accountability Leader

Hires well, evaluates honestly, rewards excellence, and coaches for improvement. Not afraid of tough calls when culture, performance, or values demand it.

Outcome: High trust, highest expectations and no complacency.

#10 – Deep Community Connector

Understands the unique personality, history, and heartbeat of Washington Catholic Schools. Builds bridges with parishes, business partners, alumni, civic leaders, and parents.

Outcome: “This isn’t just a school, it is our home”.

Essential Duties:

- Must be a practicing Roman Catholic in good standing with the Catholic Church.
- Lives and models the Catholic faith.
- Serves as a spiritual leader and business leader with a mission-driven focus on fulfilling the vision of the Catholic school.
- Articulates the mission of the school to alumni, parents, faculty, staff, students and the wider community.
- Requires that all Safe Environment protocols are in place and followed without exception.
- Maintains a positive, safe and supportive work environment for employees and volunteers.
- Oversees school personnel and budget, developmental programs, recruitment, business affairs and facilities.
- Develops and updates the strategic plan for the future of the school, including short-term and long-term goals and objectives.
- Plans, implements and supervises the school's fiscal development programs, including endowment and capital funding, to support the sustained growth of the institutional resources.
- Ensures the implementation of all policies.
- Hires, supervises and evaluates the principal, administrative staff as well as other members of the staff who report directly to the President.
- Works closely with pastors from partnering parishes to develop a relationship of trust and collaboration.

Qualifications:

- Practicing Roman Catholic and in good standing with the Catholic Church
- Bachelor's, Master's or equivalent degree
- Experience in education and business is preferred
- Understands the commitment to the religious and educational mission of the Washington Catholic Schools
- Proven success in advancing the mission, vision, and operations of a nonprofit, or Catholic school
- Extensive experience in fund development and fund raising
- Ability to read, analyze and interpret financial reports as well as legal documents and effectively articulate the school's financial condition to stakeholder groups (Bishop, Pastor, Catholic Schools Office, etc.)
- Excellent communication skills and ability to respond to inquiries in a timely manner
- Critical thinker who effectively analyzes and collaborates to find creative solutions to problems
- Proven success as a leader who is able to challenge, motivate and evaluate
- Conduct his/herself in an ethical and professional manner reflecting positively on the school
- Demonstrated leadership, initiative, persistence and work ethic that is needed to accomplish goals and objectives
- Ability to create a sense of trust, unity and enthusiasm among the leadership team members, other school personnel, students, alumni, parents, donors, parishes and the community at large
- Can practice good judgment and maintain appropriate demeanor in responding to stressful or crises situations
- Has a valid driver's license and the ability to travel as needed

Salary: Competitive and commensurate with experience and qualifications. The Diocese offers a comprehensive benefits package that includes health, dental, and vision insurance, paid time off, and retirement plans.

Application Deadline: February 28, 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.)

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

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.

Search managed by:

CATHOLIC RECRUITER ASSOCIATES

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