

# PRESIDENT SEARCH

## ST. FRANCIS XAVIER CATHOLIC SCHOOL SYSTEM

Appleton, Wisconsin

[xavercatholicchools.org](http://xavercatholicchools.org)

Start Date: No later than July 2025



**Carney  
Sandoe**  
& ASSOCIATES

[CARNEYSANDOE.COM](http://CARNEYSANDOE.COM)

# Mission Statement

St. Francis Xavier Catholic School System is a Christ-centered community dedicated to faith formation, academic excellence, community engagement, and individual growth of our students in a safe environment.

To live this mission day-to-day at Xavier, this school is committed to:

- Cultivating its students' talents, passions, and spirituality so they can impact the community by living the Gospel message of faith, hope, justice, and charity.
- Providing opportunities for all students to develop a lifelong love and commitment to faith, academics, arts, fitness, and service.

## At a Glance



Established  
**1959**



Enrollment  
**1,376**



Total full time faculty  
**106**



Student-faculty ratio  
**13:1**



Percentage of Catholic students  
**88%**



Financial aid awarded  
**\$303,326**



Faculty with advanced degrees  
**37%**



Campus size  
**4 campuses**  
on a total of 23 acres

Students of color: 24%

Communities Represented: 22

Percentage of Catholic faculty: 70%

Students receiving aid: 25%

Endowment: \$8.8M

Annual operating budget: \$16.5M

State championships: 27

Community service hours completed by 2024  
graduating class: 12,228



## Overview

As a Catholic preschool through grade 12 school system, St. Francis Xavier is committed to faith formation, academic excellence, and community engagement of its students and families. Located in the city of Appleton, WI, the school has become recognized as an excellent faith-based educational asset to the Fox Valley and the Diocese of Green Bay. The School System is governed by a Board of Trustees comprised of dedicated parents, parents of alumni, and community leaders focused on the current and future needs of the Xavier System. The Board of Trustees works in conjunction with the Xavier Corporate Board, which is chaired by the Bishop of the Diocese of Green Bay, and includes the eight Appleton Pastors and Parish Leaders, the Vicar General, and the Superintendent of Catholic Schools for the Diocese of Green Bay as members.

Within the Xavier System, there are two elementary schools, a middle school, and a high school, all on separate campuses in Appleton. The four campuses serve 1376 students, and total more than 226,000 square feet on both owned and leased properties. The school has no debt, and its endowment exceeds \$8 million.

The school system is committed to cultivating the students' talents, passions, and spirituality so that they can impact the community by living the Gospel message of faith, hope, justice, and charity. Therefore, Xavier's President must be committed to delivering educational excellence through innovation with a focus on all dimensions (faith, academics, arts, fitness, service) while strengthening Xavier's role as a Catholic faith partner with its families and local parish communities.

## Opportunities and Challenges

St. Francis Xavier Catholic School System seeks a President who will bring broad experience in executive leadership, financial management, and advancement, as well as a passion and commitment to the mission of the schools in the system. This person will share the community's excitement for and commitment to the values of Catholic education.

Specific Opportunities and Challenges include:

- Leading a broad school community in service to God, Gospel values, and the Catholic faith;
- Developing, implementing, and monitoring programs to enhance enrollment and growth across the system;



- Enhancing the financial strength and long-term sustainability of the schools, including the identification and successful solicitation of new contributors;
- Supporting principals with resources to continue to recruit and retain an excellent faculty and staff;
- Partnering with a strong Board of Trustees to maintain a solid relationship with the Diocese of Green Bay for success in developing capital campaigns to enhance facilities and programs.

## Qualifications and Personal Attributes

The following qualities and characteristics will be important for the next President at St. Francis Xavier Catholic School System:

- A practicing Catholic who possesses an active and integrated faith life and is committed to Catholic educational values (faith, academics, faith, arts, fitness, service);
- A personable and engaging leader who has enthusiasm for the critical work of Catholic schools;
- A leader with strong emotional intelligence, particularly as a team-builder, relationship-builder, and community-builder;
- A strong collaborative leader who models accountability and trustworthiness, and who has an established track record of building community and inspiring excellence;
- A bias for action with a focus on measurable results;
- An engaging listener who demonstrates thoughtfulness;
- A leader who has a successful track record of executive experience in a dynamic setting with many constituents and who possesses strong business acumen;
- A visionary who is able to supervise the development, refinement, and implementation of strategic plans;
- An executive with successful experience in organizational advancement and development, with the skill to draw a community together in support of system mission and goals;
- A person in possession of strong oral and written communication skills from a position of strength while demonstrating vulnerability, teamwork and collaboration;
- A strong team-builder who has the capacity to tell the St. Francis Xavier Catholic School System's story both internally and externally.

# Learn More

Click on the links below to learn more about St. Francis Xavier Catholic School System.

[School Website](#)

[Portrait of a Graduate](#)

[School Vision](#)

[About Appleton, Wisconsin](#)

[Campus Ministry](#)

[About Northeast Wisconsin](#)



## To Apply

Interested and qualified candidates are invited to contact the consultants in confidence. Candidates will ultimately need to submit the following materials as separate PDF documents:

- A cover letter expressing their interest in this particular position;
- A current résumé;
- A completed Candidate Questionnaire (to be provided by consultants);
- A list of five professional references with name, relationship, phone number, and email address of each (references will not be contacted without the candidate's permission) to:

### **Barbara Daush**

Senior Consultant and Catholic Schools Practice Leader  
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### **Michael Truesdell**

Consultant  
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