

CHRISTIAN BROTHERS CONFERENCE

LASALLIAN REGION OF NORTH AMERICA
RÉGION LASALLIENNE DE L'AMÉRIQUE DU NORD



We are Lasallians: De La Salle Christian Brothers, educators, staff members, students, parents, alumni, supporters and others animating the vision of Saint John Baptist de La Salle. We are committed to touching the hearts of children and young adults entrusted to our care, especially those who are poor, marginalized or excluded.

Executive Director
Christian Brothers Conference
July 1, 2022

OUR FOUNDER. OUR MISSION.



Saint John Baptist de La Salle founded the Institute of the Brothers of the Christian Schools (De La Salle Christian Brothers) in 17th century France to provide a human and Christian education to the young, especially the poor and marginalized. For more than three centuries, the Lasallian mission has embodied the vision and innovative spirit of De La Salle, the patron saint of all teachers.

Today, the mission is as alive and relevant as it was in the 17th century. Its presence extends to 80 countries, with 4,000 Brothers and 90,000 Partners serving one million young people in 1,100 ministries. The Brothers and Lasallian Partners work together and by association to create inclusive communities where they can provide transformative experiences that are innovative and holistic. In the words of De La Salle:

“Do you have faith that is able to touch the hearts of your students and to inspire them with the Christian spirit? This is the greatest miracle you can perform and the one that God asks of you, for this is the purpose of your work.” (De La Salle, Meditation 139.3)

OUR ORGANIZATIONAL STRUCTURE

The Regional Conference of Christian Brothers (RCCB) is a canonical body within the Institute of the Brothers of the Christian Schools that oversees the Lasallian Region of North America (RELAN) and is composed of the Brother Visitors (Provincials) for each of the four Lasallian Districts in the Region. The Districts include:

- Eastern North America
- Francophone Canada
- Midwest
- San Francisco New Orleans

The RCCB establishes and maintains communication, active sharing and willing cooperation among the Visitors of the above-mentioned Districts. This is designed to enhance the vitality of the Lasallian mission and the life of the Brothers and Lasallians in each District.

In 2011, the RCCB established the Lasallian Education Council (LEC). The LEC is responsible for the oversight of mission formation/education programs and the expansion of mission-related activities throughout the Region. It oversees the current Office for Lasallian Education.

The Office for Lasallian Education provides high-level mission formation programs that are best offered at the Regional rather than District level, designed to strengthen Lasallian identity and mission in the hearts and minds of Lasallians. Programs include the Buttimer Institute of Lasallian

Studies, the Brother John Johnston Institute of Contemporary Lasallian Practice and the Lasallian Social Justice Institute.

The Office for Lasallian Education also focuses on educational programming, such as the annual Huether Lasallian Conference, and partners with the Lasallian Association of Secondary School Chief Administrators (LASSCA) and its annual conference. In addition to formation and education programming, the office represents the Lasallian mission to the broader educational world and collaborates with other organizations to provide professional development opportunities for educators.

Christian Brothers Conference (CBC) is the name of the office for RELAN. Currently located in Washington, D.C., CBC provides programming and support for the Lasallian works throughout the United States and Canada. In collaboration with the Districts, schools and ministries, CBC convenes and engages educators from Lasallian ministries of the Region and beyond in formation programs, education programs and vocation promotion efforts, while also supporting Lasallian Volunteers and providing a variety of services and resources designed to promote Lasallian education.

OUR LASALLIAN MINISTRIES

RELAN's ministries, primarily located in the United States and Canada, bring the Lasallian mission to more than 100,000 people through a network of:

- 7 colleges/universities
- 51 secondary schools
- 13 middle and elementary schools
- 27 other ministries, including youth and family services programs, educational centers, retreat centers and camps
- 497 Brothers and 10,062 Lasallian Partners



OUR EXECUTIVE DIRECTOR

The executive director of Christian Brothers Conference (CBC) is a new role for the Regional office, which reflects the implementation of a new leadership model. Reporting to the Lasallian Education Council, the executive director will model servant leadership reflective of the charism of the De La Salle Christian Brothers and the Catholic tradition that is their foundation while supporting the Lasallian ministries in RELAN.

Opportunities and Challenges

1. Lead and Promote the Mission

Serving within the new leadership model, CBC's executive director will emphasize the tenets of the Lasallian mission and charism and its place in 21st century society. More specifically, the executive director will further the spiritual, moral and intellectual tenets of the Lasallian ministries. This includes promoting the values of building inclusive communities centered on the Catholic tradition, faith formation, personal relationships, academic excellence, respect and dignity, selfless service, social justice and solidarity with the marginalized, contributing to the common good, leading with cultural competency and a global perspective, and respecting the dignity of all people.

2. Animate a Bold and Unifying Vision

Inspired by the vision for RELAN, which is animated through a collaborative effort with the Districts, the executive director will build momentum for the future by providing direction, inspiration and enthusiasm for mission-aligned formation and other initiatives best offered at the Regional level.

3. Embrace Innovation and Expansion

The executive director will bring together the various activities, services and programs offered by the Regional office to create a new synergy and energy throughout the Region around the Lasallian mission in concert with the Districts. In addition, the executive director will nurture existing relationships and build new partnerships within the Lasallian family and beyond to further advance the mission.

4. Lead a Courageous New Strategic Plan

The arrival of the executive director provides an opportune moment to chart a new and exciting course for the Regional office's future. By collaborating with the LEC, the Districts and the RELAN community at large, the executive director will lead in the creation of a bold, new and courageous strategic plan. The plan will position RELAN to take advantage of mission-aligned and innovative





growth opportunities that contribute to the common good and promote the dignity of all people. It will also include implementation initiatives, goals and accountability metrics to chart success.

5. Achieve Long-Term Financial Sustainability

To assure continuation of the Lasallian mission and transformation, the executive director will collaborate with the LEC to develop a long-term strategy to promote comprehensive financial sustainability and growth for the Regional office and its activities. This includes assessing and strengthening RELAN's financial resources and creating new revenue initiatives and opportunities for philanthropy.

6. Strengthen Philanthropy

Given the economic pressures facing all Catholic institutions and associations, the executive director will work to strengthen philanthropy by raising awareness around the Lasallian mission.

Desired Leadership Attributes and Qualifications

The executive director of Christian Brothers Conference will be a devoted Catholic who demonstrates a genuine desire for a deep commitment to the Lasallian mission and charism, Catholic education (i.e. primary, secondary and higher education) and formation for the Lasallian mission. Reporting to the Lasallian Education Council, the executive director will model servant leadership reflective of the charism of the De La Salle Christian Brothers and their Lasallian Partners and the Catholic tradition that is their foundation. The executive director will have administrative/management experience and distinction as a proven leader capable of managing and inspiring a diverse group of people around a unified vision. A graduate degree is preferred.

More specifically, the executive director will possess:

1. Mission-Driven Leadership

A proven and mission-driven servant leader capable of understanding, modeling and being energized by the ideals of Saint John Baptist de La Salle and the values of the Brothers of the Christian Schools, with a deep personal commitment to service, community, educational excellence, social justice and promoting the common good.

2. Innovative Leadership

An innovative thought leader with a contemporary understanding of trends and issues impacting Catholic and/or Lasallian associations and ministries who is capable of exploring entrepreneurial ideas and working proactively with RELAN's diverse member communities to move in new directions and implement new mission-aligned and strategic opportunities.

3. Vision

The executive director will be capable of animating a courageous, inspirational and unifying vision for RELAN and its stakeholders that builds trust and confidence by providing direction and enthusiasm for the future of Lasallian education and formation in the Region.

4. Advocacy for Diversity, Equity and Inclusion

The executive director will be a culturally competent leader with a track record of building diversity and strengthening inclusion by promoting community-wide initiatives to create a vibrant environment that celebrates all people and promotes a sense of belonging.

5. Financial Acumen

The executive director will be fiscally responsible, action-oriented and forward thinking. The executive director must understand the fiscal complexities of Catholic education and ministries. This includes the careful management of annual operations, long-term financial planning and experience working successfully with budgets comparable in size and complexity to that of CBC.

6. Strategic Thinking, Planning and Implementation

A goal-focused strategic thinker and planner with a deep appreciation for CBC staff and Districts that promote the Lasallian mission and who is capable of effectively leading initiatives to advance a strategic plan with defined incremental deliverables and accountability for success.

7. Skilled Decision-Making

A skilled and analytical decision-maker capable of assessing strengths and challenges and envisioning new opportunities to create momentum for the future of CBC under the new leadership model. The executive director must be prepared to make courageous, strategically sound and mission-aligned decisions.

8. Fundraising Experience

As a proven and enthusiastic fundraiser, the executive director will be capable of telling the Lasallian story, building new relationships, strengthening philanthropy and representing Lasallian education throughout the U.S. and Canada.



The executive director will also demonstrate:

- The ability to engage in an open and trusted partnership with the LEC and work to promote governance best practices with the council.
- Strong organizational leadership skills (i.e. planning, program development and evaluation, etc.) and a management style of leading with integrity and humility.
- The capacity to commit to a regular presence in the Washington, D.C., office to provide leadership in team-building, oversight and support for remote and on-site CBC staff.
- Proven experience in hiring well, developing talent, building and empowering successful and highly committed teams, and insisting upon accountability for performance.
- Data-informed and complex decision-making and a commitment to transparency.
- The ability to effectively consult and advise in varying settings, such as ministries and workshops across the Region.
- Exceptional communication skills with an engaging and professional public presence. This includes superior listening skills, clear executive presence, and the written, oral and interpersonal communication skills needed to effectively share the Lasallian mission, charism and story both within and outside of RELAN ministries.
- Senior event management experience (i.e. planning national conferences, facilitating large meetings, etc.) a plus.
- A bachelor's degree required and relevant graduate degree preferred.
- Emotional intelligence, humility, integrity and an uncompromising work ethic.





THE APPLICATION PROCESS

The search committee will begin to review applications immediately. To assure full consideration, applications should be received by Friday, February 4, 2022, and must include the following documents:

- Letter of interest addressing the key priorities of the desired leadership attributes and qualifications described in this profile,
- Curriculum vitae, and
- List of five professional references with email addresses and telephone numbers. References will not be contacted without prior authorization from the candidate.

Application materials should be sent electronically (PDF format) to:
ChristianBrothersConference@agbsearch.com

PLEASE DIRECT NOMINATIONS AND INQUIRIES TO:

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Visit www.Lasallian.info for more information about Christian Brothers Conference.

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