



April 4, 2025

Dear Christian Brothers High School Community —

We write to you to provide a final update from the 2025 Presidential Search Committee as the committee will complete its work by the end of the coming week.

With the completion of the three days where three finalist candidates visited campus, the collection and examination of survey results from diverse constituencies across our community, the Search Committee will be engaged in its final task requested by the charge given to the committee by the Christian Brothers Board of Trustees:

To deliver to the Board of Trustees a confidential report wherein they will recommend to the Board an unranked list of 3 candidates that they deem most highly qualified and able to fulfill the role of President of Christian Brothers High School.

The screening of candidates included the following actions:

- Search Readiness Workshop including Implicit Bias Training
- Review of Applicant Materials (CV, Cover Letter, and Carney Sandoe Questionnaire)
- Deliberation and Selection of 7 initial candidates for Phase 1 Interviews.
- Phase 1 Interviews — 1-hour conversations with each candidate conducted via Zoom on March 18 & 20, 2025. Topics that were covered within these interviews were determined with input from the [Leadership Profile](#) and an anonymous community survey of January 2025 (173 responses) included the following:
 - **Leadership, Management, and Vision** – Decision-making, accountability, and self-assessment as a leader.
 - **Lasallian Catholic Mission** – Faith leadership, mission-driven inspiration, and openness to Lasallian formation.
 - **Diversity, Equity, Inclusion, and Belonging (DEIB)** – Fostering inclusive environments and deepening understanding of DEIB.
 - **Collaboration & Leadership** – Working effectively with the Board of Trustees and Principal.
 - **Financial Leadership** – Strategic financial management and long-term sustainability.

- **Recruitment, Marketing, and Enrollment** – Strategies for student enrollment, faculty recruitment, and community engagement.
- **Philanthropy and Relationship Building** – Fundraising, donor cultivation, and developing a culture of philanthropy.
- Deliberation and selection of 3 candidates as Finalists.
- Finalist Visits to the Christian Brothers High School Campus held March 31, April 1, and April 2, 2025. These Visits comprised the following: Tour of Campus; Meeting with Dr. Crystal LeRoy, President; Small Group Meetings with President Staff, Academic Staff, and Co-Curricular Staff (School Leadership); Meeting with Bishop Jaime Soto (in-person or Zoom); Large Group Meetings with Faculty & Staff, and Parents & Donors; Meeting with the Board of Trustees.
- Review of anonymous survey data collected from the participants within Finalist Visits.
- Deliberation and Discussion necessary to the preparation of this final report.

Further, our Presidential Search process was shaped and conducted according to best practice within current executive searches, assisted by our consultants, Mike Truesdell and Barbara Daush, from Carney Sandoe & Associates. Engaging with Carney Sandoe ensured that our reach to prospective candidates was extensive. They contacted over 3,800 prospective individuals within their network, both national and local, with a particular focus on candidates coming from high-performing Catholic schools.

After fielding inquiries from many who expressed initial interest, Carney Sandoe screened 20 individuals by interview, and these individuals had the following key characteristics:

- Candidates came from the United States (CA, OH, IL, MI, LA, DE, CT) and Canada.
- Alumni of CBHS — 5
- Women — 5
- Men — 15
- Persons of Color — 3
- Persons with Lasallian Leadership Experience — 7
- Northern California Centric — 7
- Sacramento Centric — 5

Carney Sandoe & Associates also assisted Brother David, Search Committee Chair, and Susan Larson, Board of Trustees Chair by providing reports and results of a social media scrub and extensive Google search. They also provided their own report having conducted calls with references, and there were other reference calls conducted with direct supervisors. These reports will inform the deliberation by the CB Board of Trustees and will not be received by the Search Committee.

From this point until the announcement of the new President by the Board of Trustees, the process will seem very quiet to most people within the CB Community. During the coming weeks, the Search Committee will be finished, and the Trustees will deliberate amongst themselves. When the Trustees have selected their final candidate, they will submit this to the Lasallian Education Corporation (LEC) who, according to our bylaws, reserves the authority to give final approval to the new President.

We remain exceedingly grateful to the entire, diverse community of Christian Brothers High School, because the Search Committee would not have been able to complete its charge from the Board without your prayers, presence, questions, and perspectives. As chair and vice chair of the Search Committee, we are also grateful for the members of our committee, who served in a volunteer capacity in addition to their other work either inside or outside of the school.

Like you, we look forward to the future of Christian Brothers High School with great hope, we are excited to celebrate the announcement of our next President, and we are honored to have served this community on your behalf.

May the remainder of this Lenten season, unfold into the rejoicing of Easter.

Sincerely,

Brother David Caretti, FSC, EdD
Chair, Presidential Search Committee
Trustee, CBHS Board of Trustees

Ms. Kamaljeet Khaira
Vice Chair, Presidential Search Committee
Trustee, CBHS Board of Trustees