



May 30, 2023

Dear John Paul II Community:

The Board of Directors is pleased to make several important announcements to the John Paul II community.

First, the Board has contracted with Partners in Mission to assist in and lead the search for a new President for our school. You can access the Partners in Mission website here: <https://www.partnersinmission.com/>.

A prerequisite for a successful search is alignment on our vision as a community for our school.¹ The first phase of the search will consist of soliciting input from parents, students, faculty, and other stakeholders regarding the vision for JPII and that feedback will be incorporated in the search for our new President.

The JPII community can provide their thoughts, issues, and areas of concern through a variety of means. The first is via an online survey, which can be found here: <https://www.surveymonkey.com/r/GQ33FT7>. In addition to the online survey, when school begins again, Partners in Mission will schedule in-person meetings with the various members of our community including parents, students, and alumni. The opportunities for in-person meetings will be announced on the school website, which will also provide regular updates and announcements concerning the search. That web page can be found here: <https://www.johnpaulihs.org/presidential-search/>.

Second, the Board has identified an individual to serve as Interim President while the search for a new President is conducted. We are not yet at liberty to introduce the Interim President as certain legal requirements are being finalized. We can, however, reveal that the Interim President has successfully spent over four decades in Catholic education including nearly two decades as a president of a Catholic high school. The interim has taught theology, worked in admissions and development and then was a principal and Vice-President for Mission. We hope to introduce you to our Interim President very soon.

In choosing an Interim President, the Board and the Diocese identified a comprehensive list of requirements. Three of the “must haves” among this list included the following: (1) a record of successful achievement as a president of a Catholic high school; (2) an individual who can provide the leadership needed for this time;² and (3) someone who will not be a candidate for appointment as the permanent President. This last requirement was the recommendation of all the search firms considered and is best practice regarding executive searches. The reason is simple. An individual serving as Interim President who is also a candidate sends the wrong message to potential

¹ “When there is no vision, the people will perish.” *Proverbs* 29.

² “Leaders are not born. They are made. And they are made like anything else, through hard work.” Vince Lombardi.

candidates. That message is that the interim has the inside track for appointment and that the Board is not truly casting the broadest possible net in its search for a President.

To conduct successful parallel searches for both a search firm and an Interim President over the past several weeks necessitated a great deal of confidentiality. The process for both efforts included extensive interviews, due diligence, and compliance with various legal requirements. We recognize, and as a Board also experienced, the frustration this confidentiality may have caused.

Finally, our Safety Manager will be sending his initial communication to the JP II community this week. This is the first in what will be regular communication regarding our ongoing efforts to provide safety and security for our students, teachers, and staff.

We wish to thank the John Paul II community for your patience and understanding during these past weeks. We also want to publicly express our gratitude for the leadership and support of Bishop Burns. Bishop Burns's dedication and commitment to the success of JP II cannot be overstated.

As we move forward together as a community, let us not lose sight of our mission. That mission is the education of both the hearts and the minds of our students to prepare them to be both useful citizens and citizens of heaven.³ Let us, therefore, always be mindful of and commit ourselves as a community to the words of our patron, St. John Paul II:

“Do not be afraid. Do not be satisfied with mediocrity. Put into the deep and let down your nets for the catch. . . . never, ever give up on hope, never doubt, never tire, and never become discouraged. Be not afraid.”

Respectfully yours,

John Paul II High School Board of Directors

³ Blessed Basil Moreau, founder of the Congregation of Holy Cross.