



National Association  
of Episcopal Schools  
*Excellence Through Association*

Executive Director Search

## National Association of Episcopal Schools

New York, New York  
July 1, 2021



## OVERVIEW

The National Association of Episcopal Schools (NAES) is an independent, voluntary membership organization that supports, serves, and advocates for the vital work and ministry of nearly 1,200 Episcopal schools, early childhood education programs, and school establishment efforts throughout the Episcopal Church.

Chartered in 1965, with historic roots dating to the 1930s, NAES is the only pre-collegiate educational association that is both national in scope and Episcopal in character.

## MISSION AND PURPOSE

The mission of NAES is to serve those who serve Episcopal schools. Within the Christian tradition of inclusion and open inquiry, NAES:

- **Affirms** the spiritual dimension of learning that values both faith and reason.
- **Creates and nurtures** an extended community of leaders in order to foster partnerships, unity, mutual support and professional growth.
- **Promotes** personal formation through moral, spiritual, intellectual, creative, physical and social development.
- **Assists** Episcopal schools in creating supportive communities through worship, learning, pastoral care and service.
- **Recognizes, appreciates and supports** the diversity within and among Episcopal schools.
- **Helps** schools explore, discover and articulate their visions and ministries as Episcopal schools.



## ADVANCING EPISCOPAL SCHOOLS AND EPISCOPAL SCHOOL IDENTITY

Consonant with the Association’s mission and philosophy, it advances Episcopal education, strengthens Episcopal schools, and fosters “excellence through association” by providing essential services, resources, conferences, and networking opportunities through:

- **Episcopal School Identity** as expressed through school worship; religious studies and formation; service and service-learning; equity and justice; and school life and culture.
- **Leadership and Governance** matters pertaining to church-school relations and governance; leadership transition; school ministry recruitment, training, and deployment; and school establishment, expansion, and planning.
- **Spiritual and Professional Development** of heads of school, chaplains and teachers of religion, rectors, trustees and vestries, administrators, and teachers.

*“We look to NAES for best practices, for advice when issues arise, and for connecting us with other Episcopal leaders. It is an invaluable resource that provides unique services to us.”*

## NAES AND ITS ACCOMPLISHMENTS

NAES employs a staff of 6 and has its offices at the Episcopal Church headquarters at 815 Second Avenue, New York. The Association advances Episcopal education and strengthens Episcopal schools through essential services, resources, conferences, and networking opportunities on Episcopal school identity, leadership, and governance, and on the spiritual and professional development of school leaders.

There is a strong and effective principle among membership that "By serving those who serve Episcopal schools, we seek to foster ***excellence through association.***" NAES member schools report a high degree of satisfaction with the Association, its current leadership and the services and resources provided.

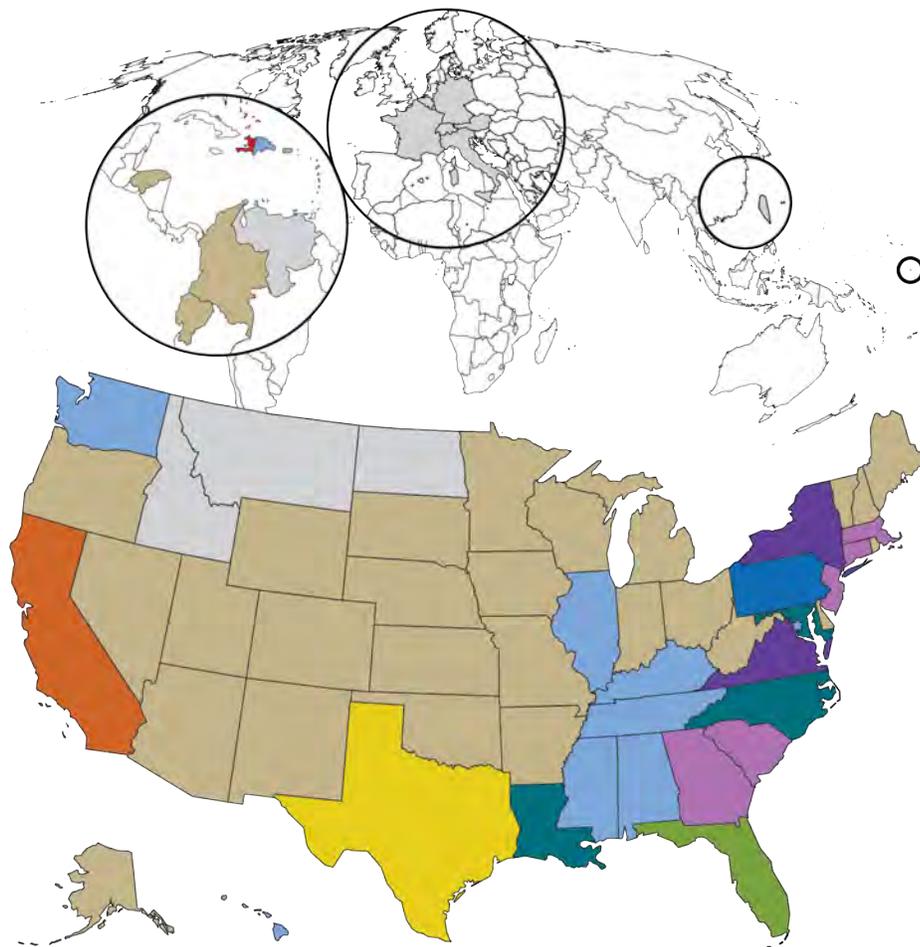
*"NAES is one of the best organizations that I am aware of. Its high-quality programming, thoughtfulness, relevance, and support of its member schools far surpass other organizations."*

## THE ASSOCIATION AND ITS REACH

### Distribution Map of Episcopal Schools

#### Number of Schools

○ | 1-9 | 10-19 | 20-29 | 30-39 | 40-49 | 60-69 | 70-79 | 80-89 | 110-119 | 250+



## MORE FACTS AND FIGURES

**1,182:** the number of Episcopal schools and early childhood education programs. This number includes:

- 1,042 parish, cathedral, religious order, and seminary sponsored schools
- 140 diocesan and independent schools
- 577 early childhood education programs
- 477 elementary and middle school programs
- 54 secondary schools
- 74 comprehensive P-12 schools
- 1,138 day schools
- 36 day-and-boarding schools
- 8 boarding only schools
- 3 military schools and 1 school with an optional JROTC program

**Episcopal schools are found generally throughout the Episcopal Church**, which has 109 dioceses and 3 regional areas in the states, commonwealths, and territories of the United States and in Haiti, the British Virgin Islands, Dominican Republic, Honduras, Colombia, Ecuador, Venezuela, Taiwan, Belgium, France, Germany, Italy, and Switzerland.

**The Episcopal Diocese of Haiti** has 252 schools, the most of any diocese of the Episcopal Church.

**Texas** has 121 schools and early childhood education programs in 6 dioceses, the most of any U.S. state, commonwealth, or territory.

**160,000:** the approximate number of students in Episcopal schools. The students represent significant socio-economic, racial, cultural, and religious diversity.

**Twenty-five percent (25%)** the approximate percentage of Episcopal school students who are Episcopalians, although this number varies with location and type of school. This means that Episcopal schools serve a large number of students from other Christian denominations, non-Christian traditions, or no formal faith backgrounds.

**\$212,500,000:** estimated value of all financial aid Episcopal schools offered.

**28,400:** the approximate number of administrators, faculty, and staff members Episcopal schools employ.



## OPPORTUNITIES AND CHALLENGES

For over fifty years, NAES has distinguished itself through its dedication to serving Episcopal schools – of all sizes, grade levels, and differing locations – helping each to live their missions, proclaim their unique identities and providing resources and services that build each school’s common life and flourish through their affiliation with other Episcopal schools and the Episcopal Church. NAES supports best school practices and seeks the important calling as instruments of God’s work in the world, thereby promoting the common good and making a transformational impact on society.

A new NAES Strategic Plan, *Enhancing our Association*, with input from membership was created in 2019 and addresses a bright future for Episcopal schools and NAES. The ambitious and noteworthy plan can be reviewed on the NAES website ([episcopalschools.org](http://episcopalschools.org)), [Strategic Plan](#).

This new plan clearly articulates a strong future for the Association by outlining key initiatives, based on what membership indicated to be of central importance to school communities:

### Strategic Plan Goals:

- Goal One: Serving our membership.
- Goal Two: Celebrate and promote the value of Episcopal Schools.
- Goal Three: Strengthening our partnership with the Church.
- Goal Four: Building a pluralistic, inclusive and just community.

## MOVING FORWARD

The NAES Governing Board now seeks an Executive Director who can lead this growing and outstanding organization to achieve the goals of the Strategic Plan and to challenge the organization to even greater heights and movement forward. The Governing Board envisions the new Executive Director being appointed in November 2020, and beginning a year of transition starting July 1, 2021, working closely with the current Executive Director, the Reverend Daniel R. Heischman, D.D., during the 2021-22 year.

Essential qualifications include:

- Strong experience in Episcopal schools, preferably experience in the Episcopal church;
- Excellent communications skills;
- Energy and gravitas;
- Willingness to travel to member schools;
- Ability to work with a lean and competent staff;
- Experience and ability to work with strong, diverse Governing Board;
- Skill to effectively organize and lead stakeholder conferences;
- Ability to serve the membership and to celebrate and to promote the value of Episcopal schools; and
- Strong fundraising experience and capabilities.



## APPLICATION PROCESS

**Application Deadline:** Friday, May 15, 2020

The NAES Governing Board has retained Doreen Oleson, Ed.D., and Hamilton Clark of Resource Group 175 to lead this important search.

Interested candidates may apply online at <https://rg175.com/candidate/signup>.

The application should include:

1. Cover letter explaining interest in NAES;
2. Full curriculum vitae/resume;
3. A writing sample that may be a personal statement, an article for publication, a recent speech, sermon or submitted scholarly article – which can inform the Search Committee of expertise, interest, academic focus and/or leadership experience; and
4. No fewer than three references.

Doreen Oleson  
[doreenoleson@gmail.com](mailto:doreenoleson@gmail.com)

and

Ham Clark  
[hamilton.clark@rg175.com](mailto:hamilton.clark@rg175.com)

We are grateful for your interest in the Executive Director position at the National Association of Episcopal Schools and look forward to learning more about you, your background, skills and experiences.

