

VICTURI TE SALUTAMUS

CHAPLAIN

Start Date: July 2027

Brooks School

North Andover, Massachusetts | Brooksschool.org

Carney Sandoe & ASSOCIATES

MISSION STATEMENT

At Brooks School, we seek to provide the most meaningful educational experience our students will have in their lives.

At a Glance

1926
established

365
total enrollment

30%
students of color

84
faculty in the Lower School

78%
faculty with
advanced degrees

5:1
student-faculty ratio



OVERVIEW

Brooks School was founded in 1926 by the Reverend Endicott Peabody, Headmaster at Groton, with a vision to create a small boarding school in the Groton tradition. It was named in honor of Phillips Brooks, a prominent Episcopal preacher and former Bishop of Massachusetts who had ties to North Andover. The original land, Lakeview Farm, was donated by Richard Russell, whose family estate included acreage overlooking what is now Lake Cochichewick. The school opened on September 29, 1927, with 14 boys in two forms, two faculty, and one dormitory. Over time, it added one form each year, until its first graduating class in 1932. Later milestones included admitting girls in 1979, becoming fully coeducational, and steadily expanding the campus and facilities. Tenures are long at Brooks, and the Head of School John Packard, having spent his entire career at Brooks, has led the school capably for the past 19 years. As Brooks approaches its Centennial in 2026, the school stands on a foundation of remarkable strength, supported by an operating budget of nearly $30 million, a healthy culture of philanthropy, and an endowment exceeding $135 million.

Historically affiliated with the Episcopal Church, the Brooks School community today consists of families representing many faith traditions, including those who do not identify with any faith. In this new and exciting role, Brooks is searching for a Chaplain who has the interest and gifts to serve such a diverse community, and who will offer a broad understanding of spirituality, recognizing that it takes different shapes in different individuals. The Chaplain will assist the school in furthering its commitment to building character in our students.





Rooted in Brooks School's Episcopal tradition and its enduring commitment to integrity, community, and purposeful engagement, the Chaplain will lead the school's cherished chapel program and will work alongside dedicated colleagues and engaged students to foster community and connection. Living on campus, positioned at the heart of campus life, the next Chaplain will be a visible, approachable, relational spiritual guide and community leader. The Chaplain will serve as both a warm, pastoral presence and an inspiring, caring institutional voice. Reporting to the Head of School, the Chaplain will be an integral member of the senior administrative group.

This individual will help shape a culture where every student feels seen, known, and valued—fostering spaces of reflection, faith, and belonging that honor the diversity of beliefs and experiences within the school. The successful candidate will bring wisdom, compassion, and courage to the work of nurturing hearts and minds, inspiring connection, and deepening Brooks' shared sense of belonging. The school is interested in candidates familiar with Episcopal practice as well as candidates coming from other denominations.

RESPONSIBILITIES

- Organizes, coordinates, and prepares the regular chapel services that are held twice per week on Monday and Thursday mornings, as well as special services such as Lessons and Carols,
- Memorial Chapel, Prize Day and other occasional services that emerge throughout the year
- Works closely and collaboratively each week with the chapel prefect group responsible for planning and leading chapel services
- Offers spiritual as well as social and emotional counsel for students
- Works with faculty groups to help develop programs that engage students in thoughtful dialogue regarding moral development and the building of character as an integral part of every Brooks student's education
- Is a visible, active presence on campus and promotes the visibility and significance of campus ministry
- Teaches in some regular capacity, consistent with qualifications, experience, expertise
- Actively supports and participates in programs and initiatives fostering community and belonging
- Serves on the Curriculum Committee and in partnership with the academic affairs team to collaborate on curricular initiatives that support spiritual growth and belonging
- Serves as a member of the student support team and in partnership with the student affairs team to collaborate on efforts to foster well-being and belonging
- Coaching opportunities and work in the school's afternoon programs are also a possibility



$6.4M
financial aid awarded

35%
students receiving aid

$128M
endowment

$29
annual operating budget

270 acres
campus size

OPPORTUNITIES AND CHALLENGES

Building upon the excellent work accomplished by the current school minister over the past nine years, the chaplain will inherit a cherished chapel program uniquely well positioned to become even more integral to students' pursuit of meaning and the school's sense of community.

The school community is ready to welcome and support a Chaplain eager to serve as an engaged, accessible, full-time presence on campus.

While significant efforts have been made in recent years to foster inclusion and belonging within the school community, the school seeks a collaborative, supportive, energetic chaplain eager to support and contribute to those efforts.



QUALIFICATIONS AND PERSONAL ATTRIBUTES



- Bachelor's degree required, Master's degree is preferred;
- Significant experience working in educational settings, with substantial pastoral and ministerial experience preferred;
- A humble and courageous leader with a strong sense of purpose and faith, meeting students where they are and supporting them in their growth, maturation, and quest for meaning.
- A warm, empathic, and accessible leader that can invite trust and foster authentic relationships across the school community;
- An experienced servant leader who has demonstrated success in ministering to people of diverse faiths and backgrounds, with a particular ability to connect meaningfully with adolescents;
- A visionary leader who possesses the ability to strengthen and iterate upon existing spiritual life and belonging programs while maintaining coherence and balance within the school's culture;
- An inclusive collaborator who is committed to using their role to promote spiritual reflection, inclusion, and a shared sense of purpose among all members of the community;
- A thoughtful team member who has the capacity to serve as an inquisitive and reflective thought partner, engaging others in meaningful dialogue and collective discernment;
- A person with a strong moral compass guided by the school's mission, possessing the courage to uphold high standards of ethical and communal responsibility;
- A strong communicator with strong written and verbal skills, with the ability to inspire and engage from both the pulpit and the podium;
- A leader with high emotional intelligence and resilience to navigate sensitive conversations and complex emotions with grace, empathy, and perspective;
- A strategic, organized and fully engaged community member skilled in planning, prioritizing, and communicating effectively while balancing multiple initiatives and perspectives.

LEARN MORE

- School Website
- Core Values
- Virtual Tour
- School Profile
- About North Andover, Massachusetts





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 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:

JOHN ALLMAN
Senior Consultant
john.allman@carneysandoe.com

The full-time salary range for this position is $95,000 to $115,000 in addition to on-campus housing. The starting salary is based upon, but not limited to, several factors which include years of experience, educational background, and expertise.

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