



October 3, 2025

Dear Members of the St. Michael's School and Nursery Community,

To follow up on Lucinda's announcement, I am writing to communicate the process through which we, as a community, will search for and select a new Executive Director for St. Michael's School and Nursery. I want to begin by conveying deep gratitude for Lucinda's stewardship of St. Michael's for going on ten years. I say this on behalf of the board, and the hundreds of students, parents, and faculty members who have worked with her.

From day 1 Lucinda engaged the community and rallied stakeholders. She had and implemented a vision for St. Michael's and the profession writ-large. Her insight to position St. Michael's expansion of infant and toddler capacity met community needs and supported operational stability. During her tenure she led us through the COVID years (St. Michael's second pandemic), and ably led the organization through an over \$6,000,000 capital campaign and construction project addressing deferred maintenance needs, transforming staff and professional spaces, and expanding the facility. Extending beyond the building walls, Lucinda's leadership has benefited the early childhood education profession throughout the state. Twice appointed to the Governor's Early Childhood Education Council, serving on the board of the Head Start Association, serving as an executive board member of Delaware Association for the Education of Young Children (DAEYC), Lucinda contributed as a founding member of a provider group that created solutions for opening and operating during COVID, and engaged as a principal member of the coalition of downtown early childhood education centers, advocating together for improvements in the field. Lucinda's passion for the profession and skillful community collaboration has permanently improved the position of early childhood education in Delaware. Lucinda's leadership has been transformative, in every sense of that word.

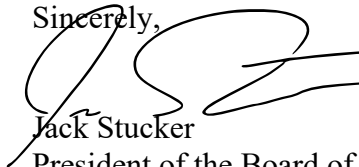
We look forward to a thoughtful, inclusive process and successful outcome to our search for Lucinda's successor. Over the coming months, the search will engage members of the St. Michael's community – including members of the Board, teachers, staff, and parents – to help guide this critically important work. It will be marked by careful deliberation and thoughtfulness at every step, with the aim of selecting the next Executive Director in the first quarter of 2026, for a targeted start date of July 1, 2026.

We have retained [Educators Collaborative](#) (EC)– an internationally-known consulting group that specializes in finding senior leaders for independent schools – to shepherd the process and ensure we identify candidates with the skills and experience necessary to lead St. Michael’s distinct community, uphold its values, and continue to deliver on its promise of educational excellence. EC partner [George Sanderson](#), who comes to us with deep roots and leadership experience working in independent schools and recent experience advising preschools in our area, has already begun his work. We have formed a small Search Committee of individuals who are deeply committed to St. Michael’s and who will provide a broad perspective to their work. In addition to my serving as chair, the Search Committee members are Candice Buchanan, Dr. Bridget Peters, Kathie Stamm, and Rev. Patrick Burke.

Holding the mission of St. Michael’s at the forefront, the Search Committee will be charged with helping to develop a Leadership Profile articulating the desired skills and attributes we seek in the next Executive Director. The Committee will review candidate applications, vet the pool of qualified applicants to identify finalists, manage the on-campus visits for finalists, and solicit feedback from the entire St. Michael’s community. The Search Committee will then make a recommendation to the Board, which will ultimately choose the next Executive Director. The first phase of the search process has already begun. On Tuesday, September 16th, George spent the day with us at school to learn more about St. Michael’s, its aspirations for the future, and hopes for the next Executive Director. During his visit, George hosted listening sessions for parents, faculty, and we previously met with members of the Board of Directors. George then supplemented what he learned about St. Michael’s during his visit with a community survey, which he sent out shortly after his visit.

We look forward to keeping you apprised of this work. Please do not hesitate to reach out with any questions or feedback, and thank you in advance for your time and commitment to St. Michael’s.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Stucker', with a stylized flourish extending to the right.

Jack Stucker  
President of the Board of Directors  
Search Committee Chair