LEADERSHIP OPPORTUNITY

President of Red Cloud Indian School
Maȟpiya Lúta Owáyawa

Pine Ridge, South Dakota
www.redcloudschool.org
Red Cloud Indian School, a dynamic, mission-driven nonprofit organization on the Pine Ridge Indian Reservation, is seeking a passionate, committed leader to serve as its next president. This is an extraordinary opportunity for an experienced professional who desires the challenge of creating meaningful change in one of the highest-need communities in the nation. Red Cloud’s new president will guide a wide range of institutional efforts to empower Oglala Lakota youth, families, and community members who live in the midst of extreme intergenerational poverty. Specifically, s/he will have the chance to:

- Work with school administrators, teachers, and staff to provide Red Cloud’s 600 students with a high-quality, holistic education that is rooted in both Lakota culture and Jesuit pedagogy—an education that provides them with the physical, emotional, and spiritual support to overcome any challenge and pursue their dreams, in college and beyond.

- Develop and expand programming designed to honor Lakota culture and strengthen Lakota identity—by revitalizing the Lakota language in and out of the classroom; by teaching Lakota history and spirituality, and by celebrating and supporting the work of Lakota artists and artisans.

- Support the active ministry of Red Cloud’s network of Catholic parishes across the reservation by empowering parish staff, and specifically Lakota church leaders, to strengthen the social and spiritual resources they provide to more than 800 families.

This is a unique role for a leader who believes in the power of education; who desires to live, work, and learn in a vibrant cross-cultural environment; and who wishes to serve as an agent of change in a community that has experienced both historical and contemporary trauma. Red Cloud’s new president will help to lead the organization’s complex, comprehensive programming that, as a whole, strives to embolden students, families, and others to create transformative change in their own communities.

Red Cloud’s Board of Directors, which will appoint the president, is seeking candidates with deep experience in education, nonprofit management, and/or philanthropy who possess a genuine understanding, passion for, and commitment to the Red Cloud’s unique identity as a multifaceted organization grounded in Lakota, Jesuit, and Catholic values. Outstanding candidates will be dynamic, creative, and innovative individuals with the capacity and experience to foster learning, growth, and collaboration, on the reservation and beyond.

For additional information on Red Cloud Indian School and on the president’s position as well as for detailed application instructions, please visit www.redcloudschool.org/presidentsearch. Candidates should e-mail applications by September 28 to presidentsearch@redcloudschool.org.
Established by the Jesuits at the request of Chief Red Cloud in 1888, Red Cloud Indian School is a dynamic nonprofit organization serving Oglala Lakota children, families, and communities on the Pine Ridge Reservation in western South Dakota.

Extreme poverty is a reality on the Pine Ridge Reservation, resulting from both historical oppression and systematic injustice. But today, Red Cloud is helping to write a new chapter in the reservation’s history, one that is filled with hope and possibility. Specifically, Red Cloud works to create opportunity and community on the reservation through three core organizational components—a K-12 school, a network of Catholic parishes across the reservation, and The Heritage Center, a cultural center and gallery celebrating Lakota and Native art.

Maȟpíya Lúta Owáyawa: CREATING HOPE ANDOPPORTUNITY

The mission of Red Cloud Indian School, a Catholic Institution administered by the Jesuits and the Lakota people, is to develop and grow as a vibrant Church, through an education of the mind and spirit that promotes Lakota and Catholic values.
OUR SCHOOLS

Red Cloud serves approximately 600 Lakota students at two elementary schools and one high school. Through an unique curriculum that combines cultural, spiritual, physical, and emotional grounding with academic excellence, Red Cloud graduates youth who are poised to become the next generation of Lakota leaders. Our holistic approach to education—which honors and strengthens Native identity while also promoting Jesuit values and tradition—fosters the kind of community leadership and engagement, healing, and growth that is creating transformational change on the Pine Ridge Reservation. By educating the whole child, body, mind, and spirit, we prepare students to become young men and women of competence, conscience, compassion, and commitment.

Red Cloud students face a range of complex social, emotional, and economic challenges. Over half of our students lack internet access at home, and some families struggle to keep their homes heated in the harsh, bitterly cold South Dakota winters. Nearly all Red Cloud families face economic hardship and over three quarters of our students qualify for free or reduced lunch. Most are the first members of their families to pursue college after graduation. To help our students overcome those and other challenges, we meet our students where they are and encourage their growth through empowering programs including:

A COMPREHENSIVE LAKOTA STUDIES PROGRAM AND A GROUNDBREAKING LAKOTA LANGUAGE CURRICULUM that provides opportunities to connect more deeply with Native culture and spirituality. With only 6,000 fluent Lakota speakers left in the world, there are few opportunities for Lakota youth to learn the language that is inextricably tied to their cultural heritage, self esteem, and identity. Our K-12 comprehensive Lakota language curriculum is the first of its kind and has led to improved academic performance and greater language proficiency in school and at home.

INTENTIONAL COUNSELING AND MENTORING that provides students with the resources and support to address the challenges they face—going beyond traditional school guidance to address trauma, conflict, and loss. This program also provides a range of services to ensure that our students are prepared for college and helps seniors with activities such as completing college, scholarship and financial aid applications. Our staff also continues to provide support to Red Cloud alumni from afar as they navigate the challenges of college life.

A GROWING STEM CURRICULUM— including in-classroom work and opportunities to complete internships and outside research—that prepares students to pursue college degrees and careers in science, technology, engineering, and math.
A UNIQUE SPIRITUAL FORMATION PROGRAM that integrates Lakota, Catholic, and Jesuit values and the core elements they share—a deep commitment to community and to the promotion of social justice. Supported reflective practice activities such as retreats and journaling give students the opportunity to examine and revisit their deepest hopes and convictions.

A HEALTHY MEALS PROGRAM that provides approximately 120,000 wholesome meals and 20,000 nutritious snacks to Red Cloud students during the academic year. As a result, students have the energy and focus they need to learn and grow.

OUTCOMES AND IMPACT:
Although our community is faced with limited opportunities, historical trauma, and contemporary discrimination, our students and graduates are writing a new chapter in history—one that is filled with hope and transformation.

Today Red Cloud’s graduation rate is close to 94% compared to an average of just 70% for Native students nationwide. And almost 100% of Red Cloud graduates pursue higher education or other training after high school.

Red Cloud students have earned millions in college scholarships. Since the launch of the Gates Millennium Scholarship in 1999, Red Cloud has graduated more Gates Scholars—72 in all—than any school of its size in the country. In addition, each year Red Cloud seniors earn the prestigious Horatio Alger Scholarship, which supports students with financial needs who have “exhibited determination, integrity, and perseverance in overcoming adversity” and who are committed to pursuing a college education. The graduates of the class of 2018 earned over $1 million in college scholarships.

Our graduates are pursuing degrees at colleges and universities across the country, from Dartmouth and Brown in the East, to Creighton, the University of South Dakota and Oglala Lakota College nearby, to the University of California and Stanford in the West.

In the last 25 years, we have seen our college matriculation rate climb by 70% as our students, nearly all first generation college students, pursue higher education.

“

We are part of the Seventh Generation ... prophesied to be the generation that creates those individuals that will spearhead the economic, spiritual, and social renewal. We are going to be that group of people that makes that prophecy come true. Red Cloud is helping us to do that.

— Jacob Rosales ‘17, First-Year Yale University Student"
THE HERITAGE CENTER

Red Cloud is deeply committed to promoting Lakota culture and artistic traditions. The Heritage Center—a cultural center, museum, and gallery—was established on campus to facilitate that work by providing meaningful opportunities for Lakota and other Native artists and educating visitors about the diversity and beauty of Native art.

THE RED CLOUD INDIAN ART SHOW AND THE HERITAGE CENTER: Fifty years ago, leaders at Red Cloud launched the Red Cloud Indian Art Show to provide Lakota artists with an opportunity to showcase and sell their work. Today the show is the largest and longest-running Native art exhibition of its kind—and one of only a few held in an indigenous community. Hundreds of artists from tribal nations across North America have shared their work through the Red Cloud show, in categories ranging from painting and photography to beadwork and quillwork.

With the goal of keeping Native art in Indian Country, rather than in museums far from the reservation, Red Cloud Indian School staff purchased three award-winning pieces from the 1969 Red Cloud Indian Art Show. Each subsequent year, they have continued to purchase new pieces, and ultimately have amassed an impressive collection of works by local and national Native artists.

The Heritage Center was formed to protect and grow that collection. What began with those three early pieces now includes an estimated 10,000 pieces of Lakota and other Native art, from priceless historical artifacts to cutting-edge modern works. Since its formal creation in 1982, The Heritage Center has continued to expand this unique and diverse collection of Native art—and uses it to create groundbreaking exhibitions and arts education work.

The Heritage Center’s mission is to honor Native art and to expand opportunities for Native artists. The Center’s gallery exhibitions have brought tens of thousands of visitors to the Pine Ridge Reservation and have been displayed in museums across the country. Through its gift shop, the Center purchases and sells works by local Native artists to increase economic opportunity on the reservation and beyond. Also, its team develops arts-based educational programs to increase students’ understanding of Native art and Lakota culture.

Recently, The Heritage Center launched a new “cultural tourism” initiative focused on opening new markets and bringing more buyers to the 250+ artists who currently sell their artworks through The Heritage Center’s gift shop, online store and annual art show. The Heritage Center has just developed a marketing plan to guide this work, and is launching training programs designed to help local artists build their professional careers and expand their businesses. While still in its early stages, this initiative has the potential to bring far more visitors to the Pine Ridge Reservation—and to spur much needed economic development for artists, their families, and other community members.
PASTORAL MINISTRY—MEETING CRITICAL COMMUNITY NEEDS

Red Cloud’s pastoral ministry program serves more than 800 families through a network of Catholic churches and community centers across the reservation. Rooted in both Lakota tradition and Ignatian spirituality, Red Cloud’s parishes support community, healing and interreligious dialogue. Today those parishes are guided in close partnership by committed Jesuits, religious women, and Lakota staff and parishioners.

Crisscrossing the 3,468 square miles of reservation land each week, pastoral team members visit the homebound and hospitalized, celebrate the sacraments, support youth and assist those struggling with addiction and bereavement. Our ministry focuses on training and empowering Lakota lay leaders to increase community outreach and support a more vibrant Catholic presence on the reservation.
Located at the southern end of the Badlands in southwestern South Dakota, the Pine Ridge Indian Reservation is an expansive territory larger than the states of Delaware and Rhode Island combined. Pine Ridge is both visually stunning and remarkably desolate. Of the approximately 40,000 members of the Oglala Lakota Tribe, thousands continue to make their home on the Pine Ridge Reservation—and continue to honor and sustain a vibrant culture and spiritual tradition that has endured for generations.

Today, however, the Pine Ridge Reservation remains one of the most impoverished places in the United States—the direct result of the historical oppression and systematic injustice that continues today. Oglala Lakota County, where the reservation sits, is designated by the United States Department of Agriculture as an area of “persistent poverty,” with a child poverty rate that is among the highest in the nation. While the statistics change slightly from year to year, many factors affecting our students, parishioners and families remain chronic.

**FACTS ABOUT PINE RIDGE**

- Approximately 89 percent of community members are unemployed or underemployed.
- The annual per capita income hovers around $9,000.
- More than 60% of children live in poverty.
- Life expectancy is approximately 67 years, by far the lowest in the United States.
- Diabetes, alcoholism and substance abuse, and suicide rates soar above national averages.
- Lack of quality housing often forces families to live in substandard conditions.

The greatest obstacle to fulfilling Red Cloud’s mission is the deep, intergenerational poverty that has sapped even the most basic economic security of families on the reservation. Our objective is to provide the kind of innovative educational and community-based programs that emboldens our students, families, and communities in the face of these challenges and allows them to thrive.

“**So often the narrative of the Pine Ridge Reservation is that of deep and immense poverty, of incredible violence or sadness. But Red Cloud is a pocket of hope. I think that’s exactly what we provide here, is hope for the future. And the tools in order for our students to open those doors.**”

— Maka Akan Najin Clifford ’05, M.A., Columbia University, Red Cloud’s Director of Curriculum and Assessment
Red Cloud is administered by a partnership of Jesuit and Lakota individuals who are all deeply committed to its mission and vision. At the highest level, Red Cloud's work is guided by a Board of Directors with approximately 18 members. Board members bring a diverse range of experiences and perspectives to their work—some are leaders on the reservation, others are experienced Jesuits, and others are long-standing lay supporters from across the country. Their work includes serving on a range of committees focused on specific areas of Red Cloud's mission: committees address advancement, finance, and board management, education, pastoral issues, mission and identity, and The Heritage Center. The Board meets three times annually, and connects via teleconference throughout the year. They play a strong role in guiding Red Cloud’s priorities, approving key programmatic decisions, and assessing the impact of organizational efforts.

Red Cloud’s new president, as the chief executive officer, will be the visionary leader in charge of strategic development, external affairs, and fund-raising. For ongoing management of internal affairs, there is an executive vice president and a pastor of the reservation, both reporting to the president.

The president delegates to the executive vice president (EVP) the organization’s internal management, reserving whatever aspects s/he wishes to manage directly. Currently, the EVP supervises the senior leaders who guide each facet of Red Cloud’s mission. Acting as the Leadership Team, that group manages the implementation of Red Cloud’s institution-wide strategic plan, which focuses on: creating opportunities for our people, from students and teachers to artists and parishioners; developing our key programs around education, the arts, and pastoral ministry; and shoring up our plant and facilities.

The pastor of the reservation, a Jesuit priest to be appointed by June 30, 2019, will be an employee of Red Cloud. As the senior leader who is responsible for spiritual and pastoral ministries with Catholics and others on the reservation, the pastor will report to the Bishop and implement the policies of the Diocese of Rapid City. This includes development of parish life and social services, liturgy, and religious education. As a Red Cloud employee, the pastor will report to the president regarding his responsibilities in integrating administrative matters of the parishes and pastoral ministries with Red Cloud’s internal administration, including communication, coordination of programs, finances, and fundraising.

Red Cloud is the fifth largest employer on the reservation with close to 200 employees, 61% of whom are Lakota. The schools, The Heritage Center, and the parishes each have their own staff, and the advancement team works to build relationships with donors and supporters to fund each facet of the organization.

Notably, alumni make up approximately 25% of Red Cloud’s employees, and that number grows every year. Red Cloud graduates return to campus to serve as teachers and administrators and coaches and counselors—in order to guide Red Cloud’s programs and support the next generation of Lakota leaders.

Red Cloud’s longstanding Volunteer Program ensures that we have the academic and programmatic support to uphold the mission of Red Cloud and meet our students’ individual needs. Because Oglala Lakota County and the Pine Ridge Indian Reservation are consistently designated as federal “Teacher Shortage Areas,” in a remote area far from plentiful resources, it is challenging to maintain a core, quality teaching staff. Each year this program attracts approximately 20 committed volunteers from across the country to both teach and inspire Red Cloud students.
The Pine Ridge Reservation remains one of the most impoverished places in the United States—the direct result of historical oppression and systematic injustice that continue today. Approximately 89 percent of residents are unemployed or underemployed, and many of our students’ families struggle to afford basic needs like food, utilities, and housing.

Although parents, families, and alumni support Red Cloud in many ways, the vast majority cannot provide any substantial financial resources. The programmatic cost of educating a Red Cloud student is about $12,000 a year, but due to our local circumstances, virtually no family can afford to pay that amount. From each, we currently ask for $100 in tuition (or $200 per family) to build a partnership and commitment with parents and/or guardians, but some of our families qualify for a waiver from even that modest sum.

Given this reality, Red Cloud must raise more than 95% of our annual operating budget of $14 million from individuals, family foundations, community foundations, corporations and through competitive federal grants. Every year this is a challenge, given the reality that there are few sources of philanthropic support anywhere near the Pine Ridge Reservation. To address that challenge, Red Cloud uses a range of tools to connect and build relationships with donors, including:

- A major gifts program, which includes the Red Cloud Indian School Leadership Society (members are those who give $1,000 or more annually)
- Direct mail
- Online giving via email communication
- Planned giving
- Grants and foundation giving

With the institution’s attention is largely focused on meeting day-to-day needs, our attention to facilities and other infrastructure over the past decade has been minimal. With over $22 million in deferred maintenance costs recently identified, it is imperative that we address aging structures that are inefficient and unsuitable environments for students and staff. In order to do so, we must be mindful of several aspects of our financial position, including: we are dependent on receiving donations from estate gifts to support our operating budget; for at least 10 years, Red Cloud has been dependent on pulling from our unrestricted investments to meet our budgetary needs outside of those funds designated as permanently and temporarily restricted gifts; cash flow is a challenge for us for several months each year; and, while recent market returns have been favorable and have helped to meet our day-to-day cash needs, this has not always been the case because the level of philanthropic donations can trend up and down with the financial markets.

Red Cloud manages a pool of invested funds totaling about $30 million which reflects a variety of restricted gifts, operational set-asides, and unrestricted funds. Red Cloud is particularly conscientious of our need to steward these dollars wisely; they reflect an effort to be responsible to our mission and organization—especially in a region where consistency in services is lacking for most people on the reservation.
OPPORTUNITIES AND CHALLENGES FOR RED CLOUD’S NEXT PRESIDENT

Red Cloud’s next president will have the opportunity to make a significant impact in one of the highest-need communities in the United States. Despite living in a nation of plenty, the challenges facing the Lakota people, and indeed most Native communities, have been largely invisible and forgotten. Through education, arts, and ministry, Red Cloud is working to bring that story to light—and to create transformative opportunity for young people, families, and communities on the reservation.

To realize that vision, however, Red Cloud’s next president will need to lead the organization in addressing a range of challenges. S/he must navigate a complex organization that operates multifaceted, cross-cultural programs focusing on diverse areas, including K-12 education, arts preservation and economic development, pastoral ministry work, and more. Without alumni, students or families of economic capacity, Red Cloud’s president must lead the institution’s efforts to must raise the funds necessary to operate these critical programs. Red Cloud’s new president must be a dynamic leader who can bring vision and creativity these and other key institutional issues, including:

**STRENGTHEN RED CLOUD’S FINANCIAL POSITION THROUGH EFFECTIVE FUNDRAISING:** Red Cloud is fortunate to have strong relationships with individual and foundation donors across the country. Red Cloud’s new president will need to steward those relationships by traveling to visit high-level donors, hosting regional receptions, and sharing regular updates and communications from campus. This work will be particularly important in meeting the goals of an ongoing capital campaign.

**IMPROVE FINANCIAL CAPACITY BUILDING TO ENSURE FUTURE SECURITY:** Red Cloud’s accounting and financial procedures need additional assessment and some staff need additional training in financial management.

**DEVELOP STRATEGIES TO RECRUIT AND RETAIN EFFECTIVE TEACHERS AND OTHER STAFF:** Red Cloud is working to combat one of the main contributing factors for poor outcomes for Native students: the extreme challenge of recruiting and retaining qualified, effective teachers on the reservation. The organization’s new president will need to lead Red Cloud’s existing “Recruit and Retain” initiative to expand compensation and other benefits, like affordable housing, in order to attract high-quality staff.

**CONTINUE TO IMPROVE AND EXPAND RED CLOUD’S EDUCATIONAL PROGRAMMING:** Red Cloud’s unique school-based programs are the foundation for our holistic approach to education. Our efforts to revitalize the Lakota language and culture and in spiritual formation ultimately complement our focus on traditional curriculum areas like math, science, and technology. In the coming years, the institution will make further investments in four key areas: Lakota Culture, Language and Spirituality Studies; Science, Technology, Engineering, and Math Programming; College Transition and Graduate Support; and Technology and Classroom Learning.

**ADDRESS RED CLOUD’S AGING INFRASTRUCTURE:** Operating a school in one of the most isolated areas in the United States has many and varied challenges, not the least of which is maintaining facilities that adequately meet the demands of today’s educational playing field. Red Cloud is committed to making specific and high-impact improvements to our facilities and grounds to enhance our learning environment, maximize energy efficiency, save money, and improve staff housing. Key projects include constructing new housing and renovating classrooms, gymnasiums, The Heritage Center, and administrative offices.
The president of Red Cloud Indian School is the visionary leader of the institution, serving as its chief executive officer and reporting directly to the Board of Directors. S/he is missioned by the Midwest Province of the Society of Jesus and works collaboratively with the Provincial’s leadership to advance the organization’s mission. The president is responsible for the spiritual, educational, and financial strength of the institution, and as such: ensures the fulfillment of the institution’s mission; envisions, plans and prepares for Red Cloud’s future; secures the financial resources needed for the institution’s success; and fosters the organization’s ongoing commitment to academic excellence, cross-cultural understanding, community engagement, spiritual formation, and social justice.

**ROLES AND RESPONSIBILITIES**

**PROMOTES RED CLOUD’S MISSION, VISION, AND IDENTITY:** The president articulates the mission and vision of the organization and promotes the spiritual health and growth of the various communities associated with Red Cloud Indian School. S/he is a visible example of a leader who exemplifies the shared values and virtues of both the Lakota and Jesuit tradition: Wóyuonihaŋ, or “Finding God in All Things”; Wačháŋtognaka, or living generously as “Men and Women for Others”; Wóuŋšila or “Holistic Care for each Person”; and Wólakȟota, or always seeking the “Greater Good” of all.

**PLANS STRATEGICALLY FOR RED CLOUD’S FUTURE:** The president develops a strategic plan for approval by the Board of Directors. S/he ensures program quality, fiscal responsibility, and responsible long-range planning, in order to guarantee the strength and to fulfill the mission of Red Cloud Indian School as a Lakota, Catholic and Jesuit educational, pastoral, and culturally significant organization.

**STRENGTHENS RED CLOUD’S FINANCIAL OUTLOOK:** The president secures the financial resources needed for Red Cloud’s success today and in the future. S/he holds ultimate authority and responsibility for key administrative, managerial and budgetary decisions and is accountable for raising funds for operations and endowment, as set forth in the annual budget and the strategic plan. As such, each year the president submits a budget for the Board’s approval and presents a financial report of all assets, income, and expenditures.

**OVERSEES AND SUPPORTS THE DEVELOPMENT OF RED CLOUD’S LEADERSHIP TEAM AND KEY STAFF:** With the executive vice president, the president supports and directs the efforts of members of the Leadership Team, who are responsible for the day-to-day operations of Red Cloud’s schools, parishes, and The Heritage Center, including its finance, advancement, and technology teams. In addition to working with senior administrators to ensure the implementation of Board policies, s/he provides opportunities for professional development to all employees, with a special interest in developing Lakota leadership in all departments within the organization. The president demonstrates care and concern about the spiritual health of the institution’s administrative leadership, faculty, and staff.
**Builds Strong Relationships Within Red Cloud’s Numerous Constituencies:**
The president communicates regularly with Red Cloud’s many internal and external stakeholder groups, including: students, parents, and families; staff, faculty, and administrators; parish leaders and parishioners; local artists and artisans; partners, funders, and more. In addition to stewarding relationships with individual donors and foundations, the president works to maintain, develop, and build strategic partnerships with other educational, nonprofit, and religious organizations. S/he serves as primary contact in all matters with the Midwest Province of the Society of Jesus and the Diocese of Rapid City. In addition, the president speaks with members of the media as necessary to share Red Cloud’s story and increase the organization’s visibility.

**Serves Red Cloud’s Board of Directors:** As an ex-officio members of the Board and its committees, the president works with the Board chair and committee chairs to call Board meetings, prepare agendas, and keep accurate accounts of all proceedings. S/he informs the Board about the state of the organization and its progress in achieving its mission; conveys communications between Board and staff members; and ensures that the policies and procedures approved by the Board are implemented.

**Desired Qualifications, Skills and Experience**

Red Cloud seeks a person of integrity and compassion who possesses a genuine understanding, passion and commitment to the mission and identity of Red Cloud as an organization rooted in Lakota, Jesuit, and Catholic values. The President will be a dynamic, creative and visionary, forward-thinking leader and innovative leader who fosters learning, growth and collaboration, on campus and beyond.

**The ideal candidate will be:**

- A dynamic leader who models the values of Catholic and Lakota spiritual values and practices and embraces the Ignatian educational philosophy;
- A culturally-competent leader who possess an understanding of the Lakota or other Native American peoples; or who possess a willingness to learn about the Lakota culture and how it is integral to Red Cloud’s mission;
- A strategic thinker, who envisions and plans the future and energizes the community to realize it;
- A superb communicator with the ability to inspire all constituencies and audiences;
- A collaborative manager who effectively directs and supports others’ efforts, motivating them and giving them authority to lead and room to grow; and who seeks and accepts guidance from the Board;
- An experienced fundraiser who brings extensive knowledge of major gift, capital campaign and deferred/planned giving approaches and techniques; proven experience in identifying, cultivating, and soliciting high-level giving prospects; and, proven experience developing strategic external alliances with partners and prospective donors;
- An effective supervisor with demonstrated success in overseeing numerous, diverse functions;
- A person of integrity and compassion who will care deeply for the welfare of each student, faculty member, and staff member;
- A seasoned executive with strong experience in education, philanthropy and/or nonprofit management, and proven leadership in complex, cross-cultural organizations with numerous community stakeholders; advanced degree preferred.
The search committee will convene to discuss applicant submissions soon after the September 28 submission deadline, and will promptly determine which applicants to invite for one-hour interviews with the committee (in person, by phone, or by video). Applicants not selected to continue the process will be notified immediately. After those interviews, the committee will invite a small number of semi-finalists to visit Red Cloud Indian School. The search committee intends to recommend final candidates for consideration by the full board of directors in late November, to enable the board to announce a new president in late 2018/early 2019. The president’s anticipated start date is July 1, 2019.

Candidates should e-mail application materials listed below by September 28 to the chair of the search committee, at presidentsearch@redcloudschool.org:

1. a cover letter explaining the candidate’s interest in and qualifications for the presidency;
2. a current resume;
3. a personal statement;
4. and the names, email addresses and telephone numbers of references.

All materials, inquiries, and nominations will be held in strictest confidence. References will not be contacted until a serious mutual interest is established, and not without the candidate’s permission.

A competitive compensation package is offered. Housing will be provided. All other questions can be directed to the chair of the search committee at the email above. For more information on Red Cloud Indian School and our search, please visit www.redcloudschool.org/presidentsearch.