

*President*

**Supervisor:** Board of Directors  
**Status:** Full-Time  
**Classification:** Exempt  
**Approved By:**

**Mission**

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The mission of Maĥpíya Lúta | Red Cloud, a Catholic Institution administered by the Jesuits and the Lakĥóta people, is to develop and grow as a vibrant Church, through an education of the mind and spirit that promotes Lakĥóta and Catholic values. Maĥpíya Lúta | Red Cloud has two elementary schools, a middle school, a high school, The Heritage Center, and six active churches and community centers serving the Pine Ridge Indian Reservation in southwestern South Dakota. These ministries plus supporting services such as finance, maintenance, transportation, technology and advancement make up Maĥpíya Lúta | Red Cloud's full operation. Integrating both Lakĥóta culture and heritage with spiritual beliefs and practices from the Lakĥóta and Catholic traditions, Maĥpíya Lúta | Red Cloud aims to educate both the mind and the heart of its students, parishioners, and staff, creating leaders of tomorrow who possess competence, conscience and compassion.

**The Role and Duties of the President**

The President of Maĥpíya Lúta | Red Cloud is the collaborative leader of the institution, serving as its Chief Executive Officer (CEO) 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 Maĥpíya Lúta'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.

**Key Roles and Responsibilities**

**Promotes Maĥpíya Lúta's Mission, Vision, and Identity:** The president upholds the vision, mission and identity of the organization. S/he is a visible example of a leader who models and celebrates all forms of faith, believes in freedom of all types of prayer, but has the understanding that this organization is grounded in both Lakĥóta and Catholic values, beliefs and practices. The President will work to uplift both Lakĥóta and Catholic identities across the organization and in its day-to-day operations.

**Plans Strategically for Maĥpíya Lúta's Future:** The president implements organization strategic plan approved 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 Maĥpíya Lúta | Red Cloud as a Lakĥóta, Catholic and Jesuit educational, pastoral, and culturally significant organization.

**Strengthens Maĥpíya Lúta's Financial Outlook:** The President secures the financial resources needed for Maĥpíya Lúta'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 Maĥpíya Lúta'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 Maĥpíya Lúta'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 Lakĥóta 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 Maĥpíya Lúta's Numerous Constituencies:** The President communicates regularly with Maĥpíya Lúta'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 Maĥpíya Lúta's story and increase the organization's visibility.

**Serves Maĥpíya Lúta's Board of Directors:** As an ex-officio member of the Board and its committees, the President works with the Board chair and committee chairs to call 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.

#### **POSITION SPECIFICATIONS:**

##### **Desired Qualifications, Skills and Experience**

The Board of Directors, in its fiduciary capacity, is charged with the duty of selecting a President. The Board is seeking a candidate who is:

1. A dynamic leader who models Catholic and Lakĥóta spiritual values and practices and embraces the Ignatian educational philosophy. The President must be committed to implementing the

- Lakħóta, Catholic and Jesuit mission of Maĥpíya Lúta | Red Cloud;
2. A culturally competent leader who possess an understanding of the Lakħóta or other Native American peoples; or who possess a willingness to learn about the Lakħóta culture and how it is integral to Maĥpíya Lúta's mission;
  3. A strategic thinker, who envisions and plans the future and energizes the community to realize it;
  4. A superb communicator with the ability to inspire all constituencies and audiences;
  5. 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;
  6. 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;
  7. An effective supervisor with demonstrated success in overseeing numerous, diverse functions;
  8. A person of integrity and compassion who will care deeply for the welfare of each student, faculty member, and staff member;
  9. 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;
  10. Have a graduate degree or equivalent experience in related fields and proven leadership in complex organizations.

### **General Duties**

1. Reports directly to the Board of Directors and is evaluated by the Board annually against agreed upon goals and the strategic plan of the institution;
2. Provides visionary leadership of the organization as its Chief Executive Officer (CEO);
3. The President is missioned by the Provincial of the Midwest Province of the Society of Jesus as a "Director of an Apostolic Work of the Jesuits"; therefore, working collaboratively with the provincial leadership;
4. Ensures program quality, fiscal responsibility, and responsible long-range planning, in order to guarantee the strength and to fulfill the mission of Maĥpíya Lúta | Red Cloud as a Lakħóta and Catholic educational, pastoral and culturally significant organization;
5. Ensures that the policies and procedures approved by the Board are carried out;
6. For matters upon which the Board has not promulgated procedures or policies, the President can establish and carry them out, delegating the same right to the Executive Vice President and other administrators as appropriate;
7. Reviews and holds ultimate authority and responsibility for key administrative, managerial and budgetary decisions related to the finances of Maĥpíya Lúta | Red Cloud;
8. Practices good personal care of his/her spiritual and physical well-being, including taking advantage of making an annual Ignatian retreat;

9. Demonstrates care and concern about the spiritual health of the school's administrative leadership, faculty and staff; and,
10. Is accountable for raising funds for operations and endowment, as set forth in the annual budget and strategic plan.

#### **Duties Regarding The Lakĥóta and Catholic Mission**

1. Articulates the mission and vision of the organization and promotes the spiritual health and growth of the various communities associated with Maĥpiya Lúta | Red Cloud;
2. Ensures that the spiritual and religious character of the organization is developed, evaluated and promoted throughout the organizations and its various communities;
3. Serves a primary contact in all matters with the USA Midwest Province of the Society of Jesus and with the Holy Rosary Mission Jesuit Community;
4. Provides opportunities for professional development to all employees, with a special interest in developing Lakĥóta leadership in all departments and promotion within the organization;
5. Regularly communicates and maintains contact with the Bishop of the Diocese of Rapid City;
6. Supports and collaborates with the Canonical Pastor and Pastoral Team in the effort to reimagine parish ministry and solidify a Lakĥóta-led Church on the reservation.

#### **Duties Regarding The Board of Directors**

1. Serves as ex-officio, voting member of the Board of Directors and ex-officio member on all Board committees;
2. Develops/enhances/modifies the strategic planning document for approval by the Board of Directors;
3. Calls Board meetings, prepares the agenda, and keeps an accurate account of all proceedings;
4. Informs the Board about the state of the organization and its progress in achieving its mission;
5. Presents an annual financial report of all funds and assets belonging to the Corporation and all income and expenditures pertaining to its operation;
6. Submits an annual budget for the operation of Maĥpiya Lúta | Red Cloud for Board approval;
7. Works with senior administrators in ensuring the implementation of Board policies;
8. Has authority to sign, execute and acknowledge, on behalf of the Corporation, all documents necessary to fulfill the organization's regular business;
9. Channels all communications from the faculty and staff to the Board, as well as from the Board to the faculty and staff;
10. Works with the Executive Committee in providing Board meeting agendas and any Board business which may need immediate attention.

**Physical requirements:** Ability to sit at a desk and use a personal computer, telephone or other desktop office equipment—75% of work time, walking—20% of work time, bending at the waist and lifting less than 5 lbs.—3% of work time, bending at the waist and lifting 5-15 lbs. 2% of work time.



**To apply: Send complete application to**

President's Search

MaŃpiya Luta | Red Cloud

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