

PRESIDENT SEARCH

DE LA SALLE BLACKFEET SCHOOL

Browning, Montana

dlsb.org

Start Date: Available Immediately



**Carney
Sandoe**
& ASSOCIATES

CARNEYSANDOE.COM

Mission Statement

De La Salle Blackfeet School serves young people on the Blackfeet Reservation offering accessible Catholic education with extended school days, small class sizes, and a community focus. In this work: we support our students in all they hold dear as Niitsiitapii; we see the face of Creator God in students and one another; and we believe that each student can excel through varied ways of learning. Therefore, we bridge the Blackfeet, Lasallian, and Catholic communities to unite a family of prayerful people; we educate our stakeholders to uphold justice, heal traumas of colonization, and build a future where all people are respected; and we accompany our students in growing their power to shape our communities.

Overview

In the early 1990's, the Blackfeet Elders and the Little Flower Catholic Parish Council and Pastor voiced their concerns about the well-being of their children as they were dealing with the challenges that stemmed from generations of conflict. It is nothing short of miraculous that the Blackfeet People continue to work towards their success in the face of the historical destruction of resources. Now in its twenty-third year, De La Salle Blackfeet School (DLSBS) continues to bridge the Blackfeet, Lasallian, and Catholic communities to unite a family of prayerful people. DLSBS's approach to education focuses on fostering community collaboration and support. The school seeks to educate all stakeholders to uphold justice, heal traumas of colonization and build a future where all people are respected.

DLSBS offers a quality dynamic education with small, culturally responsive classes promoting interactive experiential learning. Students are equipped with iPads and Chromebooks and are encouraged by enthusiastic faculty and administrators. With all of the successes that have been experienced through the years, the school faces financial challenges. There are immediate needs that must be addressed including facilities maintenance and improvements, transportation, educational and social-emotional support and adequate compensation to teaching staff. The new President will need to be able to cultivate and grow a larger donor base in order to make a demonstrable and immediate impact on the lives of the students and the larger Blackfeet Community.

Opportunities and Challenges

Promotes De La Salle Blackfeet School'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 Blackfeet and Catholic values, beliefs and practices. The President will work to uplift both Blackfeet and Catholic identities across the organization and in its day-to-day operations.



Plans Strategically for De La Salle Blackfeet School's Future: The President implements the organization's strategic plan approved by the Board of Directors. S/he ensures program quality, fiscal responsibility, and responsible long-range planning, to guarantee the strength and to fulfill the mission of De La Salle Blackfeet School as a Blackfeet, Catholic and Lasallian educational, pastoral, and culturally significant organization.

Strengthens De La Salle Blackfeet School's Financial Outlook: The President secures the financial resources needed for De La Salle Blackfeet School'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 De La Salle Blackfeet School's Leadership Team and Key Staff: With the Principal, the President supports and directs the efforts of members of the Leadership Team, who are responsible for the day-to-day operations of De La Salle Blackfeet School, 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 De La Salle Blackfeet's 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 De La Salle Blackfeet School’s Numerous Constituencies:

The President communicates regularly with the School’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 District of the Christian Brothers and the Diocese of Helena. In addition, the president speaks with members of the media as necessary to share De La Salle Blackfeet School’s story and increase the organization’s visibility.

Serves De La Salle Blackfeet School’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.

Key Responsibilities and Duties

General Duties

- Reports directly to the Board of Directors and is evaluated by the Board annually against agreed upon goals and the strategic plan of the School;
- Provides visionary leadership of the organization as its Chief Executive Officer (CEO);
- Ensures program quality, fiscal responsibility, and responsible long-range planning, in order to guarantee the strength and to fulfill the mission of De La Salle Blackfeet School as a Blackfeet and Catholic Lasallian educational, pastoral and culturally significant organization;
- Ensures that the policies and procedures approved by the Board are carried out;
- 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;



- Reviews and holds ultimate authority and responsibility for key administrative, managerial and budgetary decisions related to the finances of De La Salle Blackfeet School;
- Practices good personal care of his/her spiritual and physical well-being;
- Demonstrates care and concern about the spiritual health of the school's administrative leadership, faculty and staff; and,
- Is accountable for raising funds for operations and endowment, as set forth in the annual budget and strategic plan.

Duties Regarding The Blackfeet and Catholic Lasallian Mission

- Articulates the mission and vision of the organization and promotes the spiritual health and growth of the various communities associated with De La Salle Blackfeet School;
- Ensures that the spiritual and religious character of the organization is developed, evaluated and promoted throughout the organizations and its various communities;
- Serves a primary contact in all matters with the Christian Brothers of the Midwest;
- Provides opportunities for professional development to all employees, with a special interest in developing Blackfeet leadership in all departments and promotion within the organization;
- Regularly communicates and maintains contact with the Bishop of the Diocese of Helena.

Duties Regarding The Board of Directors

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



Qualifications and Personal Attributes

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:

- A dynamic leader who models Catholic and Blackfeet spiritual values and practices and embraces the Lasallian educational philosophy. The President must be committed to implementing the Blackfeet, Catholic and Lasallian mission of De La Salle Blackfeet School;
- A culturally competent leader who possess an understanding of the Blackfeet or other Native American peoples; or who possess a willingness to learn about the Blackfeet culture and how it is integral to De La Salle Blackfeet School'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 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 individual with experience in education, philanthropy and/or nonprofit management, and proven leadership in complex, cross-cultural organizations with numerous community stakeholders; advanced degree preferred;
- Have a graduate degree or equivalent experience in related fields and proven leadership in complex organizations.

Learn More

Click on the links below to learn more about De La Salle Blackfeet School.

[School Website](#)

[Immersion Program](#)

[LaSallian Tradition](#)

[About Browning, Montana](#)



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 completed Candidate Questionnaire (to be provided by consultants);
- 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:

Michael Truesdell

Consultant

michael.truesdell@carneysandoe.com

Barbara Daush

Senior Consultant and Catholic Schools Practice Leader

barbara.daush@carneysandoe.com