



President

Leadership Opportunity

July 2012

New York Nativity



New York, NY
3 middle schools
206 students
Grades 5-8

www.nynativity.org

Carney, Sandoe  Associates

800-225-7986 ▼ www.carneysandoe.com

THE POSITION

New York Nativity seeks a President to lead a Jesuit organization of schools deeply committed to *transforming today's learners into tomorrow's leaders*. What started 40 years ago in a small school in the slums of New York's Lower East Side has become the founding vision for a network of 64 "Nativity-model" schools around the U.S. and Europe. Today, New York Nativity is a network of three Jesuit middle schools that are educating and transforming underserved middle school students in some of New York's most challenging neighborhoods. Sponsored by the Jesuits of the New York Province, the schools are Nativity Mission Center on the Lower East Side in Manhattan, Brooklyn Jesuit Prep in Crown Heights, Brooklyn, and Saint Ignatius School in Hunts Point, Bronx. New York Nativity is soundly governed by a board with a thorough understanding of the difference these schools can make in the lives of students. The trustees, principals, faculty and staff are uniquely and loyally committed to the Nativity mission. An exceptional opportunity at an exciting time, the quality and commitment of the President's leadership is paramount to the success of these schools that benefit so many children.

Rev. Jack Podsiadlo, S.J. concludes his term as president and will continue his work at New York Nativity in a pastoral role. Fr. Podsiadlo taught at Nativity Mission Center for six years beginning in 1973 and returned as Principal and Executive Director in 1984. In 2001, he left the school to establish the Nativity Educational Centers Network and to work with the growing number of Nativity-modeled schools across the country. Fr. Podsiadlo began his current term in 2008. His long-term commitment and his Jesuit formation in Ignatian spirituality have shaped the positive qualities that resound throughout these schools. Three well-qualified principals serve the separate campuses.

THE SCHOOLS

Forty years ago, the Jesuits began a great experiment on New York's Lower East Side. The goal was simple – to break the cycle of poverty through education. Today, that original "Nativity Model" of middle school education has inspired more than 64 Nativity schools around the country and in Europe. The mission is to educate promising children from low-income

Mission

New York Nativity schools foster academic, emotional, spiritual, religious, and moral growth in students, meant to transform them, and all involved with them, into men and women for others. We are dedicated to breaking the cycle of poverty through education in the Jesuit tradition. Our schools provide a quality education both in and beyond the classroom to children of deserving but underserved families. The teachers, administrators, board members and supporters of New York Nativity are committed to instilling in our students:

- *a sense of the excitement and value of learning*
- *a commitment to the development of their intellectual, social, moral, and spiritual dimensions*
- *a belief in using one's talents in service for others*



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immigrant families, regardless of religious denomination, through a program of disciplined, rigorous learning shaped by “*cura personalis*”: *care for each student’s unique gifts, challenges, needs and possibilities.*

New York Nativity’s schools adhere to a 450-year Jesuit tradition of educational excellence and a proven 40-year Nativity-model program. The rich Jesuit educational tradition prepares boys and girls to become “men and women for others” being guided on their road toward intellectual, emotional, spiritual, moral and physical growth. New York Nativity’s program has three integrated components:

Middle School – Small, single-sex classes, a rigorous curriculum, and an extended day that provides time for tutoring, activities and help with homework, enable students to enjoy learning and develop a sense of purpose and community. The student-faculty ratio is 8:1.

Summer Leadership Program – Intensive courses in Math and English and recreational activities centered on character development, leadership skills and community involvement, prepare new students and reinforce learning in returning students. The program is held at Camps Monserrate and Ignatius in Lake Placid, New York or Fairfield University in Fairfield, Connecticut.



Graduate Support Services – Graduate support staff, emphasizing college preparedness, work with students, families and secondary schools to insure a successful transition to high school. Nativity stays connected to its alumni by providing personal guidance and support, tutoring assistance, and, in many cases, financial aid during high school.

Many families find New York Nativity schools through their church or through the recommendation of public school teachers and principals. Admission is based on financial need and a commitment to make the most of one’s opportunities, without regard to race, religion, creed or academic ability. Almost every student is Latino, African American or Caribbean. Living in the poorest neighborhoods in New York City, 93% qualify for the Federal Free or Reduced Lunch Program. New York Nativity admits students with academic potential and determination to succeed who can flourish with the one-on-one attention available at Nativity. A rich spirit of camaraderie and support permeates the school community and students consider the schools a “home away from home.” Students enter the New York Nativity schools with only 39% meeting reading standards and 53% meeting math standards. By graduation, 70% of

New York Nativity at a Glance

Total enrollment at all 3 schools: 206

Full-time faculty: 29.5

Faculty with advanced degrees: 20%

Student-Teacher ratio: 8:1

Students of color: 100%

Faculty of color: 27%

Operating budget 2011-2012: \$3.36mm

Endowment: \$330,000

Indebtedness: \$675,000

Annual giving most recent year: \$3.58 mm

70% of funding from individual donors

30% of funding from foundations and corporations

Financial aid budget: \$3.2 mm

95% of total revenue

Students receiving financial aid: 100%

students perform at or above grade level.

The Summer Leadership Program reinforces what students learn during the school year through additional academic instruction and outdoor activities that encourage character development, team-building, and leadership skills. The Summer Leadership Program is the first point of contact for new students. Students participate in the program before starting middle school and continue to attend the program between each year they attend the school. The spirit and energy the students gain in the Summer Leadership Program are essential in the creation of a community of learning.

From Nativity's beginning as a leadership program and summer camp, a year-round educational program grew that motivates students and provides them with the tools to take charge of their education. Graduates have been accepted at such prestigious high schools as Xavier, Fordham Prep, St. Peter's Prep, Regis, Loyola, Bronx High

School of Science and School of the Holy Child. Eighty-eight percent of New York Nativity's students graduate from high school versus 53% of their peers and 94% of these high school graduates go to college versus 30% of their peers. Alumni attend Fordham, Fairfield, College of the Holy Cross, Boston College, Hunter, John Jay, and Villanova, to name a few. Last year, New York Nativity supported 188 alumni, 50% of whom received financial aid from the organization. The graduation rate from four-year colleges and universities is high – 63% versus 9% for their peers.

NATIVITY MISSION CENTER – NMC

Lower East Side, Manhattan

- First Nativity model middle school founded by the Jesuits in 1971 on the Lower East Side of New York City, marking the beginning of the Jesuit mission in middle school education for underserved children of immigrant families.
- Inspired over 64 schools nationally and internationally to be opened after this original Nativity model of transforming the total individual.



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- Includes a five week summer leadership program at Camp Monserrate in Lake Placid, NY supported by the Julian Reiss Foundation. Students hone their academic skills, are introduced to outdoor recreational and environmental activities and gain leadership experience focusing on personal responsibility and service to others.
- Alumni regularly serve as role models, mentors, trustees and guest speakers.
- 88% of NMC graduates receive a high school diploma; 93% of those go on to college.

SAINT IGNATIUS SCHOOL – SIS

Hunts Point, Bronx

- Founded in 1995 for boys, in a storefront on Hunts Point Avenue in the South Bronx, the poorest of the 435 U.S. congressional districts.
- In 2004, a program for girls was established and the school moved into a new facility on Manida Street.
- In 2008, the first class of girls graduated, and like the boys, are attending quality Catholic college prep schools.
- Includes a summer leadership program at Camp Monserrate (for boys) and Camp Ignatius (for girls) in Lake Placid, NY also supported by the Julian Reiss Foundation. Students continue their academic enrichment, learn leadership formation and have fun hiking and swimming.
- A partnership was established with SUNY Stony Brook in 2007. Select 8th grade students are paired with medical student mentors and complete a health-related research project.
- New building construction in 2010 added an additional floor and improved facilities.

BROOKLYN JESUIT PREP – BJP

Crown Heights, Brooklyn

- Opened in 2003 to bring Catholic, and particularly Jesuit, education back to the Crown Heights neighborhood of Brooklyn after the closing of St. Teresa of Avila elementary school and Brooklyn Preparatory School.
- The student body represents 23 countries of the Americas and West Indies.
- Students benefit from an extensive tutoring program that involves working with retired school teachers, high school students from Regis and Xavier High Schools, professionals and board members.
- Students have the advantage of enhanced learning in the Cat McCrae Memorial Library.
- The month of July is spent on the campus of Fairfield University, where students hone their academic skills and get a taste of what “going to college” means.
- A group of young professionals formed the Associates Committee in 2005. In



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addition to fundraising, this committee provides tutoring, sports and creative activities for the students every other Saturday throughout the school year.

- In 2010, the first BJP class all graduated from high school.

New York Nativity's board and staff are deeply committed to serving the poor. With shifting demographics and gentrification in Nativity's original location (the Lower East Side), Nativity Mission Center is no longer a "local" school and many students must commute into Manhattan to attend. Fr. Podsiadlo and the Board are currently investigating possible sites for relocation in a neighborhood with at-risk students from low-income, immigrant families, while maintaining excellent programs for the students and families currently served. Going to those to be served is a guiding principle and cardinal virtue.

DEMOGRAPHICS 2010-2011 SCHOOL YEAR

	Nativity Mission Center	Saint Ignatius School	Brooklyn Jesuit Prep	New York Nativity
Founded	1971	1995	2003	
Grades	7-8	6-8	5-8	
Total	35	90	81	206
Hispanic	31	77	18	61%
African American	3	13	28	21%
West Indian	1	0	35	18%
Average attendance rate	98%	98%	98%	98%

LIVING JESUIT VALUES

At each of our New York Nativity Schools, students strive to live five Jesuit values that collectively form the "Profile of a Graduate of a Jesuit School at Graduation." In classrooms, at leadership camp and in our communities, we inspire our students to live these values as they mature and grow.

Open to Growth

Students demonstrate a willingness to stretch the boundaries of their talents and personalities by trying new things; they participate fully in new activities; tackle new academic challenges and meet new people.

Intellectually Competent

Students master the academic skills necessary to succeed in middle school, prepare for secondary school and thrive in our graduate support programs for high school success and



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college prep. They develop academic initiative and a lifelong love of learning.

Religious

Students become aware of a dimension of existence beyond the day-to-day. They are called on to involve themselves in their spiritual lives, deepen their own religious faith and to understand and respect beliefs that are different from their own.

Loving

Students develop an understanding that talents are gifts to be developed for the good of their community. By learning love and respect for both themselves and others, they are encouraged to use these gifts in the service of others, particularly those whose need is greater, and whose resources are fewer than their own.

Committed to Doing Justice

Students become attuned to the needs of individuals and the community beyond themselves. They are willing to take action, even when difficult and unpopular, to uphold the dignity and rights of others.

GOVERNANCE

New York Nativity is governed by a 19-member Board of Trustees that truly embodies the Jesuit teaching of being “Men and Women for Others.” These trustees understand both corporately and individually that the future of the organization rests in their hands and that the quality of the work of the board is that which will assure the existence and quality of these schools. Currently the Board is at work on updating a strategic plan, reviewing annual and capital financial needs, and finding ways to advance the New York Nativity mission. In recognition of the rapid gentrification on the Lower East Side, the Board is actively investigating the relocation of Nativity Mission Center to a neighborhood where the needs of at-risk students from immigrant and low income families are greater.

The Core Strategies of the 2009-2012 Strategic Plan:

1. Achieve financial sustainability.
2. Enhance the academic program and strengthen the ‘environment for learning’ at each of the schools.
3. Deepen the Ignatian ‘culture of service’ at the schools and among students and staff.
4. Empower families and clarify our ‘partnership’ with them in the education of our students.
5. Strengthen the relationship of the schools to their neighborhoods.
6. Prepare feasibility study addressing the extension of ‘mission-related activities’ to other areas within metro-New York.
7. Proceed with capital development program and prepare capital development plan.

THE OPPORTUNITY

As the sole employee of the Board of Trustees, the next President of New York Nativity will provide both spiritual and educational leadership in performing the duties of Chief Executive Officer. Ensuring the Jesuit character and Ignatian vision of the schools, the President organizes all the functions of the schools to assure that the mission and vision are realized through the effective work of staff and faculty. While the internal operations that include academics, budgets, personnel, and facilities give the President an important presence in each of the schools' administrations, it is the external work that must be performed at a high level of excellence. Friend raising, fundraising, public relations, promotions, alumni/ae relations, foundation and grant development, and a compelling presence among funders and supporters is paramount. Finally, the President has the privilege of supporting faculties that will see exceptional educators serve these schools both as teachers and administrators and who leave forever changed by the experience.

STRENGTHS OF THE ORGANIZATION

- Pervasive belief in the mission of New York Nativity.
- Culture of community with strong relationships among students and between students and faculty that continue into the future.
- Well-educated, effective, idealistic, and committed faculty.
- Talented student body making the most of the Nativity experience.
- Highly respected and regarded in the New York area and nationally for its values and achievements.
- The Rev. Jack Podsiadlo, SJ, previous presidents, and the Society of Jesus that established these schools and imbued them with true Ignatian spirituality.
- Committed donors and foundations who have supported our mission over many years, and a large network of potential supporters (Jesuit and Catholic school graduates; supporters of Catholic education; education reformers; supporters of social justice, etc.) in the greater New York area.

PRIORITIES FOR THE PRESIDENT

- Integrate the faith and culture within the schools to assure clarity of vision and mission.
- Model personal Catholic faith within the Jesuit tradition.
- Serve as an insightful and compelling organizational leader who is dynamic and proactive.
- Be the voice, persona, and presence of New York Nativity in the wider community.
- Be an exceptional fundraiser able to lead initiatives that cultivate relationships with new donors and foster closer ties to those with a past history of supporting the Nativity schools.



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- Work in productive partnerships with all constituencies and be integral to each school.
- Deliver the goals of the Strategic Plan.
- As needed, acquire new facilities that would further the mission of New York Nativity in other opportune neighborhoods.
- Work seamlessly with the Society of Jesus through good reporting and relationships.
- Be committed to the care of his or her spiritual and physical well-being and ensure that others in the schools do so as well; be committed to ongoing personal Ignatian formation aimed at deepening an understanding and experience of Ignatian Spirituality.

EXPERIENCES AND QUALITIES DESIRED IN THE PRESIDENT

- Intelligence, enthusiasm, energy, skill, and authentic passion for promoting the vision and fortunes of New York Nativity.
- An experience of Jesuit education and Ignatian spirituality.
- Appetite and desire to engage in meaningful fund-raising and development activities at the highest level.
- Comfort and confidence in interpersonal relationships with colleagues, parents, students and alumni/ae.
- Visible presence and positive impact as leader, servant and friend.
- Strong supervisor and supporter who delegates effectively and holds staff accountable.
- Serves as *ex officio* member of the Board implementing policies and meeting with all standing and *ad hoc* committees and partnering with the Board Chair for effective leadership and growth of the Board.

TO APPLY

Candidates should submit electronically in one e-mail and as separate documents the following materials to Tim McIntire:

- A cover letter expressing interest in the New York Nativity position;
- A current résumé;
- A statement of educational leadership philosophy and practice;
- A list of five references with name, relationship, phone number, and email address – references are not contacted without candidate knowledge and approval.

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