



## The Opportunity

Friends in Solidarity seeks a dynamic President to lead [Friends in Solidarity](#), the U.S. partner of Solidarity with South Sudan.

The ideal candidate will be a person of faith committed to the mission and vision of Friends in Solidarity, and eager to expand its work in building the capacity of the South Sudanese people. Together with the Members of the Corporation, Board of Directors, and professional staff, the President will lead Friends in Solidarity forward, continuing the rich legacy of its founder and current President, Sister Joan Mumaw, IHM. Candidates must be familiar with the culture and values of Catholic Women and Men Religious and welcome the opportunity to work closely with religious congregations and their leadership.

Friends in Solidarity's next President will be an accomplished relationship builder and effective communicator with a demonstrated ability to inspire others to join this critically important ministry. The successful candidate needs to possess a working knowledge of life in Sub-Saharan Africa and a deep awareness of Catholic Social Teaching.

Friends in Solidarity seeks a candidate with a background in development, finance, public relations and management in the nonprofit sector who can lead the organization in achieving its strategic goals, accomplishing its financial objectives, and planning for long-term sustainability. The successful candidate must be willing to travel both nationally and internationally, with a commitment to visiting South Sudan annually.

Photo: Paul Jeffrey



**Friends in  
SOLIDARITY**

[www.solidarityfriends.org](http://www.solidarityfriends.org)

## Who We Are

Friends in Solidarity, the U.S. partner to [Solidarity with South Sudan](#), is an initiative of U.S. Catholic Women and Men Religious in support of the work of Solidarity with South Sudan. Solidarity with South Sudan was established by the International Union of Superiors General (UISG) and the Union of Superiors General (USG) upon request by the Bishops of Sudan for religious to assist in building the capacity of the South Sudanese people.



Friends in Solidarity, while in its incubation phase, was invited to have an office with the Leadership Conference of Women Religious in Silver Spring, Maryland, in 2014. It was incorporated as a not-for-profit organization in Maryland in November 2015 and received 501(c)3 status from the IRS in August 2016.

This dynamic organization raises awareness of the situation in South Sudan and the work of Solidarity with South Sudan and seeks funds to support Solidarity initiatives in South Sudan. Since 2016 the organization has transferred over \$2,000,000 to support the work of Solidarity with South Sudan in the training of nurses, midwives, teachers, farmers, and diocesan pastoral teams. Friends in Solidarity is a major donor supporting important work in this war-ravaged new nation.

[www.solidarityfriends.org](http://www.solidarityfriends.org)



### **Mission**

Friends in Solidarity is a collaborative ministry initiated by Institutes of Women and Men Religious in the United States supporting the people of Africa, especially South Sudan, through capacity building initiatives that include the training of teachers, health care professionals, and pastoral teams. Compelled by the suffering of our African brothers and sisters, we are committed to raising awareness of their situation and working in collaboration with the Church in Africa as it accompanies, equips, and empowers the people to create a sustainable future where their full human potential may be realized.

Photos: Paul Jeffrey

[www.solidarityfriends.org](http://www.solidarityfriends.org)

## Why South Sudan and Solidarity?

South Sudan is the third most fragile country in the world and scores last regarding human development. Having won its independence in 2011, South Sudan lacks both physical and institutional infrastructure. During the Colonial Period, development was focused on the north, currently known as Sudan. Because of conflict, both religious and tribal, between north and south in the post-independence period, little development took place in the south. The latest civil war beginning in late 2013 halted any efforts toward development of physical or institutional infrastructure. A document produced by the United Nations in 2021 shows just how dire the situation in South Sudan is:

- Of the 12.1 million South Sudanese, 8.3 million are in need of humanitarian assistance.
- Ten percent of children do not live beyond their 5th birthday. South Sudan has the highest percentage of maternal deaths.
- Fifty percent of girls are married off by their families before age 18.
- Only 27 percent of the population is literate. Fourteen percent of women can read and write.

## Solidarity with South Sudan

Recognizing the great need of their people, the South Sudanese Catholic bishops petitioned religious congregations through the UISG/USG in 2006 to help rebuild a country suffering from decades of civil strife and war. The request was viewed in the light of an International Congress on Consecrated Life (2004), which invited religious to consider new models of collaboration between men and women of good will. The challenge was accepted in 2006, and by 2007, sixty religious congregations had committed personnel or finances to the initiative. By 2008 Solidarity with South Sudan began to take shape in this war-torn country. The projects are supported financially by religious congregations around the globe and Catholic agencies and foundations in Europe and the United States. [www.solidarityssudan.org](http://www.solidarityssudan.org)



The capacity building initiatives of Solidarity with South Sudan supported by Friends in Solidarity include the Solidarity Teacher Training College, the Catholic Health Training Institute, the Solidarity Agricultural Training Project, and the Solidarity Pastoral Training Project.

Photo: Paul Jeffrey



# Position Description

Title:	President
FLSA Status:	Exempt (Fair Labor Standards Act)
Category:	Regular Full-Time
Salary Range:	Commensurate with Experience

## Purpose

The President is the key management leader of Friends in Solidarity, Inc. The President is responsible for overseeing the administration, development program, and strategic plan of the organization. Other key duties include fundraising, marketing, and community outreach. The President is responsible to the Board of Directors and, where required, to the Members of the Corporation who appoint him/her.

## Organization

Friends in Solidarity has a two-tiered governance model. Members of the Corporation are major superiors of religious institutes or societies of apostolic life; they retain certain reserved powers. The Board of Directors oversees the business and affairs of the corporation. The President reports to the Board of Directors and manages a small staff, including a grant writer and communications coordinator.

## General Responsibilities

**Organization Mission and Strategy:** Works with the Board of Directors and staff to ensure that the mission is fulfilled through programs, strategic planning and community outreach.

- Responsible for strategic planning to ensure that Friends in Solidarity can successfully fulfill its Mission into the future.
- Responsible for the enhancement of Friends in Solidarity's image by being active and visible in the metro DC community and by working closely with other professional, civic, and private organizations.
- Responsible for implementation of Friends in Solidarity's fundraising program in support of Solidarity with South Sudan.

**Board Governance:** Works with the Board of Directors in order to fulfill the organization's mission.

- Responsible for leading Friends in Solidarity, Inc., in a manner that supports and guides the organization's mission as defined by the Board of Directors.
- Responsible for communicating effectively with the Board of Directors and the Members of the Corporation and providing, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.

**Financial Performance and Viability:** Develops resources sufficient to ensure the financial health of the organization.

- Responsible for the fiscal integrity of Friends in Solidarity, Inc. to include submission to the Board of Directors of a proposed annual budget and quarterly financial statements, which accurately reflect the financial condition of the organization.
- Responsible for fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization and maintenance of the organization in a positive financial position.
- Responsible for fundraising and developing other resources necessary to support Friends in Solidarity's mission.

**Organization Operations:** Oversees and implements appropriate resources to ensure that the operations of the organization are appropriate.

- Responsible for effective administration of Friends in Solidarity's operations.
- Responsible for the hiring and retention of competent, qualified staff.
- Responsible for signing all notes, agreements, and other instruments made and entered into and on behalf of the organization.

**Professional Qualifications:**

- A bachelor's degree or higher; prefer master's or a terminal degree
- Transparent and high integrity leadership
- Five or more years senior nonprofit management experience
- Solid, hands-on, budget management skills, including budget preparation, analysis, decision-making, and reporting
- Strong organizational abilities including planning, delegating, program development
- Ability to convey a vision of Friends in Solidarity's strategic future to staff, Board, volunteers, and donors
- Skills to collaborate with and motivate Board members and volunteers
- Demonstrated ability to oversee and collaborate with staff
- Knowledge of fundraising strategies, grant writing, and donor relations unique to nonprofits
- Strong written and oral communication skills
- Computer knowledge and skills; facility with websites and social media
- Ability to network with groups with similar concerns
- Ability to travel nationally and internationally

**Preferred Qualifications**

- African experience or overseas mission experience of at least two years
- Women/Men Religious or lay mission volunteer
- Commitment to Solidarity with South Sudan in its vision and mission

## Actual Job Responsibilities

1. as Friends in Solidarity's primary spokesperson to the organization's constituents, the media and the general public.
2. Establish and maintain relationships with various organizations throughout the country and utilize those relationships to strategically enhance Friends in Solidarity's mission in support of Solidarity with South Sudan.
3. Oversee strategic planning and implementation.
4. Work closely with the Board of Directors to seek their involvement in policy decisions and fundraising and to increase the overall visibility of the organization and its mission.
5. Work closely with Solidarity with South Sudan as per the Memorandum of Understanding.
6. Develop and implement the annual budget.
7. Design and implement fundraising plan and grant program.
8. Supervise and collaborate with organization staff and volunteers.
9. Oversee organization of Board and committee meetings.
10. Establish employment and administrative policies and procedures for all functions and for the day-to-day operation of the nonprofit.
11. Attend and act as a primary resource and support to the Members of the Corporation and keep the Members informed of their reserved powers.
12. Oversee marketing and other communications efforts including the use of social media
13. Review and approve contracts for services.
14. Other duties as assigned by the Board of Directors.

Employees are required to conform to the policies and procedures of the organization, to meet the Friends in Solidarity expectations of high ethical and professional demeanor, and to understand the obligation to carry out responsibilities in accordance with organization's mission and national, state, and local employment policies and anti-discrimination laws.

## Working Conditions

This is an exempt position that at times may require hours of work that extend beyond the traditional work hours. Business travel for this position is a requirement. The office is located in Silver Spring, MD. A hybrid working arrangement may be considered.

## To apply for this position

Send cover letter and résumé to [BBUCKLEY.SOLIDARITY@GMAIL.COM](mailto:BBUCKLEY.SOLIDARITY@GMAIL.COM)

before Monday, July 25, 2022 @11:59 pm Eastern

If you have any questions, please contact [BBUCKLEY.SOLIDARITY@GMAIL.COM](mailto:BBUCKLEY.SOLIDARITY@GMAIL.COM)

No phone calls or voicemail messages, please.

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