

SPRINGTIDE DIRECTOR

POSITION ANNOUNCEMENT



About Springtide Research Institute

Springtide Research Institute is a leading nonsectarian, nonpartisan applied research institute in the social science tradition, conducting nationally representative mixed-method research of young people ages 13 to 25. Operating under the auspices of **Lasallian Educational & Research Initiatives** (a 501(c)(3) corporation in the State of Minnesota), Springtide is rooted in a 300-year-old Lasallian heritage of care for the human and religious flourishing of young people. Springtide generates actionable insights into the emerging perceptions, beliefs, and practices of young people at the intersections of their human and religious experiences. Springtide illuminates for faith-based and mission-based leaders the shifting sociocultural landscape in which young generations are forming identity, shaping social connection, and finding meaning in their lives.

Media such as *The Washington Post*, *The Wall Street Journal*, *The Christian Science Monitor*, and *Psychology Today* often quote Springtide as a trusted source for data-driven insights. In 2022, Springtide research had over 1,000 discreet media mentions and placements. The research is utilized by organizations ranging from schools (K through university level) to social-service agencies, chaplaincies, and campus ministries to secular and humanist organizations as they seek to build better models of support and care for young people.

The Springtide Team is made up of three unique and collaborative groups. The **Research Advisory Board** is comprised of expert researchers and practitioners who shape the direction of the research.

Springtide Ambassadors are youth and young adults who engage Springtide research findings and share their own perspectives through content creation and group reflection.

Springtide staff are full- and part-time professionals who ensure the highest standards and ethical practices in research methods and reports with high regard for the public responsibility and accountability of Springtide.

A suite of services is at the core of the Springtide mission. Proprietary research and published reports generate evidence-based actionable insights for the core audiences of Springtide. Custom-research services include program evaluation, custom surveys, and data collection for a wide range of mission-aligned clients across multiple faith traditions. Speaking engagements allow Springtide subject-matter experts to provide particular insights about Gen Z to concerned national audiences. Springtide community engagement includes podcasts, social media, and webinars, as well as partnerships with leading national, regional, and local organizations seeking to better serve young people.

Springtide is operationally supported by Lasallian Educational and Research Initiatives (LERI), a \$9MM, financially stable, growing, and iconic nonprofit organization operating since 1943. Sibling brands include widely respected labels such as Saint Mary's Press®, Anselm Academic, and Professor's Choice®.



Position Opportunity

This is an opportunity to become the leader of an emerging national growth organization that is passionate about the well-being of young people at the intersections of their inner and outer lives, and that supports those who are helping young people navigate their religious, spiritual, and mental health. As the Director, you will report to and work in close collaboration with the President/CEO.

As the Director of Springtide Research Institute, you will spearhead these core initiatives:

- Amplify young people's lived experiences through rigorous mixed-method applied research and evidence-based actionable insights, generating multiple research reports annually to help those who care about young people build better models of care and support.
- Commit to understanding the distinct ways new generations experience and express community, identity, and meaning.
- Ensure that Springtide Research Institute operates and conducts research at the highest level of integrity and public accountability, with full transparency in reporting; ensure continuous attention to the mitigation of biases, especially those that impact nondominant identities and populations; and ensure that the safe-practices policy of Springtide is adhered to in the protection of minors and vulnerable adults in human-subject research.
- Build and nurture a robust, broad-based network of, and partnerships with, individuals and organizations serving multiple faith expressions and traditions.
- Create a vision for, and the business metrics to support, the ongoing mission of Springtide.



Position Responsibilities

- Guide and coordinate direct reports: Head of Community Engagement, Head Writer & Editor, Senior Project Manager & Client Relations, Senior Research Associate, and Media Relations Coordinator.
- Oversee the implementation of the rolling three-year research and publications strategy, including the release of at least four research projects per year and corresponding national revenue-generating reports.
- Oversee team members' work by setting forth strategic direction, defining expected outcomes and deadlines, and ensuring staff synergy within a highly collaborative team culture, with distributed authority across competent staff.
- Establish, monitor, and manage all program budgets and time lines to ensure that work is delivered on time and on budget in collaboration with Grant Manager(s), Project Manager(s), and the organization's CFO.
- Collaborate with the Director of Donor Relations and President/CEO to build relationships and develop grant proposals that result in sufficient philanthropic support to fund research projects and other mission initiatives. Develop and continuously improve earned-income revenue strategies and models that result in annual positive operating income.
- Align with the President/CEO to serve as a public face and voice, representing with integrity the work of Springtide to media, sponsors, donors and granting organizations, clients, and constituents.
- Maintain and further develop the culture of mutual trust and respect among team members and across the organization.
- Foster professional development and continued growth of team members' competencies and missional commitment.
- Lead a 100% remote team. Staff work from home and are allowed to define "home" however they choose if they maintain necessary connectivity and utilize organizational IT assets. Work hours are flexible for all staff.



MEET THE SPRINGTIDE TEAM

LERI boasts a team of 50 mission-driven, remote-based employees who either directly or indirectly support the work of Springtide. Here are some key people from the Springtide team you'll work with on a daily basis who make our research, dissemination, and community engagement happen.



Sara Lawrence
President/CEO

Sara's commitment to the growth of young people is at the heart of her 13-year career with Lasallian Educational and Research Initiatives, where she has served in marketing, product development, and sales roles. In June 2022, Sara was named President of the organization, which is a 501(c)(3) nonprofit corporation that operates three major religious publishing houses as well as Springtide Research Institute.

Sara's personal mission "to leave behind a world that is more compassionate" supports her work as President of Springtide: "I have a deep passion for cultivating the hearts and minds of young people so they can be emotionally, mentally, and spiritually healthy. I want to be able to support their journey to wellness no matter where they choose to go in life."



Dr. Angela Patterson
Head Writer & Editor

Dr. Angela Patterson is a media psychologist who specializes in technology's effects on religious and spiritual development. A career communicator, Angela worked as a newspaper reporter and corporate/nonprofit communications professional for 13 years before earning her PhD in Media Psychology from Fielding Graduate University.

Originally from Lubbock, Texas, Angela earned degrees in journalism from the University of Southern Mississippi and Indiana University before starting her career. While the written word will always be her primary passion, she describes her life mission as "using my gifts and talents to help people of all ages lead their best spiritual lives."



Marte Aboagye
Head of Community Engagement

Marte has worked domestically and internationally with nonprofits, public schools, and churches in the areas of social justice, diversity, arts engagement, media communication, community organizing, and youth empowerment.

Marte studied communication and philosophy/theology before earning a Master of Science in International Affairs from The New School. She describes her life mission as "to continually grow a practice of empathy, understand my place in local and global communities, and advocate for love and justice for neighbors near and far."

Describing her involvement with Springtide, Marte says: "I'm committed to interfaith connections, listening to the experiences and perspectives of young people, and celebrating the ways youth and young adults shape and lead positive social change. I certainly would have benefited from Springtide insights in previous roles where I directly supported young people. I'm grateful to share our research with adults and organizations who want to make a real difference in the life of a young person."

MEET THE SPRINGTIDE TEAM



Dr. Kari Koshiol
Senior Project Manager
& Client Relations

When Kari was teaching high school English, the principal of the school was always telling staff to read the belonging research from Springtide. So once Kari finished her PhD in Curriculum, Instruction, and the Science of Learning from the University at Buffalo, where she focused her research on creating classroom environments that foster belonging and autonomy, she joined the Springtide team. Kari focuses on managing internal initiatives and projects for custom-research clients. To her, the best part of the job is conducting and presenting research that helps adults better understand young people and provide them with the resources they need to grow as humans.

Kari's favorite pastimes include being active outdoors with her husband, curling up on a comfy chair reading just about any novel she can find, or birthday shopping for one of her 12 nieces and nephews.



Dr. Nabil Tueme
Senior Research Associate

Nabil Tueme holds a PhD in Sociology from the University of Connecticut. Previously the inaugural BIPOC Research Fellow for Springtide, Nabil now supports Springtide as Senior Research Associate. Her research both within and outside of Springtide focuses on the intersection of race/ethnicity, religion, and social change. Her work for Springtide includes various projects related to Hispanic campus ministry, the cultural differences of belonging, and racial injustice.

When asked to describe her favorite part about working at Springtide, Nabil shared: "Many pastoral efforts focus on young people because they see young people as the future of the Church. But young people, as Pope Francis once said, are the here and now. They deserve to be engaged with on their own terms and in their own words. This orientation toward young people leads Springtide to cocreate with them every step of the way, from deciding what to study to choosing how we share those studies with the world."



Dr. Maura Hagarty
Editor

Dr. Maura Hagarty joined Lasallian Educational and Research Initiatives in 2005, holding roles in developing pastoral ministry and academic religion resources for young people in middle school, high school, and college. Religious questions have guided Maura's educational and professional life. She earned degrees in theology and pastoral studies before earning her PhD in Religion / Religious Education from Catholic University of America.

Describing her involvement with Springtide, Maura says: "I've served in the fields of youth ministry and religious education in some way since college, and I love working at the intersection of theory and practice. I am elated to be serving Springtide in an editorial role, helping communicate findings and insights for change, gleaned from listening deeply to young people about their inner and outer lives."

Maura lives in Winona, Minnesota, with her husband, with whom she has a young-adult son. When at home, Maura can be found tending to her young, energetic Labrador Retriever and about 100 houseplants.

Qualifications

- PhD in a social science discipline, such as sociology, social psychology, anthropology, or religion.
- At least seven years of executive/administrative leadership with demonstrated success in leading cross-functional teams within the nonprofit sector.
- Demonstrated knowledge of methodological rigor and ethics in applied research practices with human subjects.
- Demonstrated experience leading a fully virtual team.
- Multifaith religious literacy.
- Experience supporting nondominant populations by race/ethnicity, gender, sexuality, and/or faith.
- Experience in business development, including grant funding, unrestricted giving from donors, and fee-for-service income.

To Apply

Springtide Research Institute has retained the services of the nonprofit division of ThinkingAhead Executive Search for this search. If you are qualified and interested, please contact:

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615.391.2812

Greg Boucher, Recruiter

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