



Position Opening: Executive Director

Salary Range \$95,000 - \$110,000 + Benefits

ABOUT BANYAN COMMUNITY

Banyan Community was founded in 1998, and through the support of the Phillips community and Banyan's funders, has grown to work with over 160 youth with an annual budget of \$2 million. Our history and mission are rooted in Christian values of social justice and reconciliation, and these values inspire the work that we do with all community members regardless of faith.

Banyan Community is rooted in the Phillips neighborhood to transform lives by developing youth, strengthening families, and creating community. Banyan believes that when youth, family, and community are synchronized the greatest progress is made on education and poverty. Far more than a youth development program, Banyan is a community development organization that provides a nucleus where families connect with and support each other, and where parents are empowered to be deeply involved in their children's education.

Banyan provides Youth Development, Family Strengthening and Community Connection programs to our neighbors and works with over 160 youth and over 110 families with a diverse staff of 25+ employees. Visit www.banyancommunity.org for more information.

POSITION OVERVIEW

For 23 years Banyan has been led by the founding Executive Director. Looking to the future, Banyan's staff, board, and community have launched an ambitious 5-year strategic plan. The next Executive Director will be responsible for leading the organization to accomplish the three strategic priorities outlined in the 2021-2025 [Strategic Plan](#):

- Providing preschool-to-career support for youth and their families
- Enhancing human resources, organizational infrastructure and advancing our focus on diversity, equity and inclusion
- Building relationships and leveraging community assets to grow our impact and our organization

The ED will bring a proven and passionate commitment to asset-based community development and be grounded and experienced in engaging and working with diverse, underserved community members. They will advance our mission while leading and supporting the staff, empowering them to excellence in community engagement and program delivery. Collaboration is a keystone of our success, and the ED must maintain and build supportive partnerships with all stakeholders.

KEY RESPONSIBILITIES

Strategic Leadership: Lead Banyan and engage Board, staff and community in the fulfillment of our strategic priorities; work with the leadership team to establish annual work plans and objectives; be a presence in the community and actively engage and energize Banyan's community members, partnering organizations, funders and other stakeholders to further Banyan's mission and goals; develop, maintain, and support a strong Board of Directors and build board involvement with strategic direction towards growth and excellence; operationalize the organization's Diversity, Equity and Inclusion efforts.

Fundraising and Communication: Expand and diversify fundraising activities and cultivate additional revenue generating sources to support existing and future expansion; deepen and refine all aspects of Banyan’s communication to ensure a compelling, consistent message across all platforms that supports fundraising and organizational goals.

Programs and Direct Service: Ensure ongoing programmatic excellence, rigorous program evaluation, and consistent quality of services; in partnership with program leadership and staff, grow Banyan programming to reflect and respond to community needs.

Management and Administration: Lead, develop, and retain a high-performance leadership and administrative team; provide for and support staff growth and development; ensure effective systems to track progress, and regularly evaluate program effectiveness that can be communicated to the Board, funders, and other constituents; Oversee management of the financial matters impacting Banyan, including annual budgets, financial reporting, and compliance with all regulatory requirements.

QUALIFICATIONS

The ideal candidate will bring experience, passion and commitment for asset-based, anti-poverty community development and equity within vibrant, diverse communities that are historically underserved and underrepresented. This passion should be paired with the ability to inspire and empower staff, supporting their growth and managing to excellence. The ED is the outward facing spokesperson who creates and maintains partnerships to support our mission and vision. Specific qualifications include:

- Passion and previous leadership experience in asset-based community development
- Courage to challenge the status quo for the betterment of the community
- Proven ability to work effectively with the Phillips neighborhood’s diverse communities, easily relating to people of all ages, races, ethnicities, and socio-economic backgrounds
- Experience leading organizational DEI efforts
- Strategic thinking and experience moving an organization’s strategic plan into action
- Ability to identify and pursue innovations and opportunities towards growth and depth of programming
- History of building and maintaining high-performing teams and creating an empowered, positive and inclusive work culture
- Strong communication skills with the proven ability to lead fundraising and community building initiatives
- Experience creating and managing measurable outcomes and building program evaluation and accountability
- Experience recruiting, retaining and working with a Board of Directors
- Experience in academic and education programming and leadership preferred
- Experience in trauma informed care and management preferred

TO APPLY

This is a full-time position with an approximate salary range of \$95,000 – \$110,000 plus benefits. Position will remain open until filled, with the **first screening of candidates on or around January 7, 2022**. Send cover letter, resume, and three professional references as one .pdf document to admin@mightyconsulting.org. Contact Roger Meyer at roger@mightyconsulting.org or 651-338-5318 with questions or to learn more.