

RESILIENCE

ADVOCATES FOR ENDING VIOLENCE

Position: Executive Director

Salary: \$90,000-\$110,000

Hours: Full-Time, Exempt

Location: Holland, MI

At Resilience: Advocates for Ending Violence, our mission is to respond to, reduce, and prevent domestic and sexual violence. Since 1977, we've seen the need for help in Ottawa and Allegan counties. Since that time, we have grown, expanded our reach, evolved our services, and created new partnerships and programs to stop intergenerational violence once and for all. We are currently seeking an **Executive Director** who is committed and passionate about our mission, can positively represent our organization with our community and donors, and provide strategic leadership to our talented staff. This role reports directly to the Board of Directors and is critical to achieving our overall mission, vision, values, goals, and objectives.

As our **Executive Director**, you will be responsible for providing leadership, strategy, and direction and act as liaison between the Board and staff. In addition, you will be responsible for the following:

Organization & Operations:

- Leading the organization and staff in all aspects of daily operations, strategic development and implementation, fiscal oversight, and employee management.
- Attracting, developing, supporting, rewarding, and retaining highly skilled and high performing personnel ensuring that personnel management complies with state and federal employment laws.
- Working closely with the Leadership Team to develop and implement agency programmatic activities that meet grant guidelines and other licensing standards and are compatible with the agency's mission, conform to the current strategic plan, community needs, and reflect well on the agency.

- Ensuring the agency is fiscally responsible by overseeing the annual budget, fundraising activities, and audit for board approval and managing the organization's resources within budget guidelines according to current laws and regulations.

Fund/Resource Development & Community Relationships:

- Establishing strategies to approach funders and volunteers, maintaining, and upholding current relationships with existing funding and volunteer partners.
- Leading the Development Department in the ongoing efforts dedicated to the Annual Giving campaign, special events, endowment funds, major gifts and planned giving.
- Providing leadership to the application and continuation of grant and contract support. Ensuring compliance with the policies and procedures of those grant and contractual obligations.
- Representing and serving as the official spokesperson for the Center in the community and with funding sources and is authorized by the Board of Directors to sign contracts on behalf of the agency.

Board Development:

- Providing resources and staff support to the Board of Directors and its committees.
- Assisting the Board of Directors in the development, implementation and evaluation of the annual agency plan including financial, fundraising, and program activities.
- Providing leadership in identifying Board development needs and in the identification, recruitment, and orientation of new Board members.

To be successful in our **Executive Director** role, you will need the following:

- Bachelor's Degree in related field *required*; Master's Degree *preferred*
- Nonprofit experience *preferred* with a minimum of 2 years of leadership experience *required*
- Demonstrated experience in nonprofit financial management, budgeting, and fund development
- Ability to engage stakeholders across multiple systems to advance the mission of the organization
- Strong communication skills, both written and verbal
- Ability to handle a variety of constituencies, manage multiple tasks simultaneously and be someone who thrives in a complex environment with multiple priorities
- Possess integrity, positive attitude, self-direction, and the ability to maintain a high degree of trust and confidentiality

Join Resilience and help our team proudly serve all survivors! Our commitment to our employees extends to their opportunities for training & development, benefits, generous PTO, and compensation. Learn more about Resilience at www.resiliencemi.org or on [YouTube](#) and confidentially apply today. Resilience is an Equal Opportunity Employer.

To apply, send resume and cover letter to:

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