



**FOR EVANSVILLE**

## **Job Description - Executive Director**

### **Position Overview**

The Executive Director serves as the chief leader of For Evansville, responsible for advancing its mission to equip Christians across sectors to pursue the flourishing of every neighbor. This role requires an adaptive, collaborative, and insightful leader capable of growing the organization to match its ambitious vision: catalyzing systems change through backbone support for place-based, cradle-to-career collaboration in the Greater Evansville region.

Reporting to the Board of Directors, the Executive Director leads the staff team in stewarding vision, strategy, and sustainable impact. The ideal candidate will be both a builder and a connector—someone who can strengthen organizational resources, support and empower a committed team, and foster collaboration among diverse stakeholders in pursuit of the organization's mission and emerging opportunities.

### **Core Responsibilities**

#### **1. Champion Vision, Mission, and Values**

- Serve as a visible, trusted leader and spokesperson for For Evansville in civic, philanthropic, faith-based, and public spheres
- Communicate and embody the organization's values of faithful presence, courageous collaboration, and shared flourishing
- Engage stakeholders with a compelling vision of systems change rooted in a Christian imagination for the common good

#### **2. Lead Strategic Implementation and Organizational Growth**

- Steward and evolve For Evansville's strategy as an intermediary backbone organization supporting place-based, cradle-to-career pathways
- Identify system-level barriers and guide the development of shared action strategies among partners and community stakeholders
- Cultivate opportunities for innovation, best practice sharing, and impact evaluation across networks

#### **3. Cultivate Strategic Partnerships and Alignment**

- Build strong, trust-based relationships with Promise Providers (place-based practitioners), Promise Partners (supporting institutions), and civic leaders
- Foster trust among church and community leaders across the Greater Evansville region by facilitating neutral gatherings, hosting individual relational meetings, and intentionally connecting leaders to each other and to key community stakeholders.
- Connect and align stakeholders around shared milestones, priorities, and opportunities for collective impact
- Ensure that residents and underrepresented voices are centered in shared decision-making processes

#### **4. Drive Development and Financial Sustainability**

- Lead the development and execution of a comprehensive fundraising strategy, including donor cultivation, grant development, and national funding opportunities
- Grow For Evansville's annual budget and diversify revenue streams to match strategic ambitions
- Foster relationships with philanthropic partners who align with the organization's mission and intermediary role

#### **5. Build and Empower a High-Performing Team**

- Lead a growing staff with a healthy, adaptive, and team-oriented culture
- Develop and mentor team members through clear goals, accountability, and coaching
- Identify hiring needs and secure funding to expand the team's capacity for execution and innovation

#### **6. Partner with the Board of Directors**

- Collaborate with the Board to maintain governance best practices and strategic alignment
- Provide transparent communication and engage the Board as ambassadors and advisors
- Equip the Board to support development, stakeholder engagement, and organizational accountability

### **Key Characteristics and Competencies**

- Visionary and strategic thinker with a bias toward execution
- Skilled relationship builder with cross-sector emotional intelligence
- Exceptional communicator and public spokesperson
- Entrepreneurial and resourceful leader with experience securing new funding and navigating organizational change.
- Systems-change orientation grounded in a deep love for community and neighbor
- Commitment to Christian faith and to working across denominations and cultural differences

### **Qualifications**

- Bachelor's degree required; master's degree in a relevant field preferred
- 8+ years of leadership experience in nonprofit, philanthropic, civic, or faith-based contexts
- Proven track record in strategic planning, fundraising, and team development

### **Work Environment and Expectations**

- Full-time role with flexible hybrid work structure
- Requires regular local engagement and occasional national travel
- Reports to the Board of Directors; leads internal staff team

To apply, visit  
[forevansville.org/careers](https://forevansville.org/careers)



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