

THE OPPORTUNITY

Profile of the CEO/President of Christian Community Development Association

Christian Community Development Association (CCDA) seeks a highly accomplished advancement professional captivated by the mission. The CEO/President (“they”) will report to the Chairperson of the Board of Directors and work collaboratively with the Board of Directors in continuing the transformation of CCDA to a more mature organization capable of delivering on the long-term vision of the association. Specifically, they will ensure that CCDA’s fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization. The incoming leader will need a minimum of 8 years of nonprofit experience in a leadership role managing teams and/or staff. The CEO/President will need to hire and retain high performing staff, remotely delegate, and encourage individual accountability among a nationally scattered staff. They will be able to work with volunteers and stakeholders. There is a slight preference for the candidate to reside in the Chicago area. However, individuals from other locations are encouraged to apply.

Fundraising and fund/partner developer

Successful candidates should have a proven track record of planning and implementing an annual comprehensive fundraising program, interacting with individuals, corporations, foundations, churches, and organizations for single and multi-year resource development efforts. They should also be able to set a strategy and vision for fund development programs as well as work with the development team to manage and build relationships with a new portfolio of donors, while leveraging and supporting existing donors. They will maintain a steady schedule of face-to-face donor and prospect visits to establish and strengthen relationships with those who have the potential to make major and/or planned gifts. The CEO/President will work with the Board to develop and execute a strategy to grow cash reserves for the organization.

Vision casting/programs development

The CEO/President will be a strategic visionary and critical thinker who understands CCDA theology and culture. They will have the ability to lead CCDA as an ecumenical and diverse organization. They will competently create strategies that lead to sustainable organizational growth. While focused on the horizon, they will always have an action plan for today and employ a methodical system to measure progress in reaching goals. They will be responsible for overseeing the financial status of the organization including developing long and short-range financial plans, monitoring the budget, and ensuring sound financial controls are in place; set

financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff.

Outward facing/association representative

The CEO/President will embody CCDA philosophies and be an excellent communicator (oral and written). They will possess an accomplished presence in public settings and a knowledge of ways to utilize communications to promote the vision, mission, and programs of the organization.

Operations

The CEO/President will have a collective and group-centered leadership style. They will also be effective at decision-making while cultivating strong and transparent relationships with the board, staff, members and partners. The CEO/President will be responsible for leading and managing and can discern when each method should be applied. They will be a supporter and encourager of staff, creating an inclusive environment that embraces diversity in age, gender, race, and ideas focused on moving the mission forward. They will also collaborate with the Board to develop a strategic operational plan, while ensuring that the budget, staff, and priorities are aligned with CCDA's core mission.

The CEO/President will facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; creating and promoting a positive, multicultural, gender sensitive, work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs. They will integrate diversity, equity, and inclusion across organizational and programming domains through a racial equity lens that applies CLAS standards in practice and policy development.

Relationship with / Management of the Board of Directors

The CEO/President will cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals. In partnership with the Board, they will help build a diverse and inclusive Board that is representative of our members, that is highly engaged and willing to leverage and secure resources. They will ensure the delivery of high-quality services, while managing for current and future growth.

Marketing and Communications

The CEO/President will work with the communications team to develop and implement strategies that increase CCDA's visibility, membership, brand, and quality. They will broaden awareness of CCDA's programs and priorities across key stakeholder audiences through the integration of more advanced visualization tools to demonstrate programmatic impacts. They

will ensure culturally and linguistically appropriate language is embedded in all community facing materials.

Personal Integrity

The CEO/President will prioritize their own spiritual health and cultivate a personal network of accountability. This person must align with CCDA's commitment to gender equity and prioritize a robust intergenerational vision for the association moving forward. They will demonstrate integrity, trust, and respect for others while modeling high ethical standards of conduct.