



Position Announcement: Executive Director Urban Ministries of Wake County Located in: Raleigh, NC

The Opportunity

With great appreciation for the dedication and accomplishments of its outgoing Executive Director, UMWC is launching a search for its next chief executive. Reporting to and working closely with the board of directors, UMWC's next Executive Director will provide transparent leadership that builds upon the organization's history while providing oversight of agency operations, culture, values, talent, and financial performance. This is a remarkable opportunity for a visionary leader to join a highly respected organization and, working in conjunction with a passionate staff and board, to shape its future.

The Ideal Candidate Profile

The Executive Director (ED) ensures the long-term sustainability and effective execution of UMWC's mission, serving as the face of the organization. The Executive Director is responsible for building relationships across diverse stakeholders including staff, board, government, current and prospective donors and volunteers, and community partners. The Executive Director will provide leadership and support to the Board of Directors in attaining and allocating resources, implement programs to meet community need, and coach and mentor the staff.

The ideal candidate will have the following professional and personal qualities, skills, and characteristic to build on UMWC's strengths, address its challenges, and lead the organization toward a sustainable and impactful future:

Resource Development

The Executive Director should have experience developing robust and diverse funding strategies and participating in cultivation and solicitation visits with development staff and board members. The new leader is an authentic ambassador and effective storyteller who can effectively broaden UMWC's visibility in the community and make asks that lead to financial support for UMWC.

Business Acumen

The ED should have strong financial management skills, including the ability to develop and manage budgets that ensure long-term sustainability of the organization and its work. UMWC's next leader is an effective delegator and decision-maker who sets priorities and ensures accountability, using data and metrics to evaluate progress and drive decision-making.

Strategic Vision and Planning

The next leader should have a strong strategic vision for the future of UMWC, capable of guiding the organization through its next phase of growth and development. This includes the ability to set strategic goals, translate those goals into actionable plans, ensure successful

implementation, and adapt strategies as necessary based on evolving community needs and organizational capacity.

Community Connections

The new ED has experience building robust connections within the community and leveraging these relationships to advance the organization's work. The leader should be an excellent communicator, able to articulate the UMWC's mission, vision, and needs clearly and compellingly to create and maintain strategic alliances and collaborative partnerships with individuals, business, faith-based institutions, government, and the broader community.

Board Relations

The ED must exhibit the ability to collaborate closely with board members to drive organizational goals. This involves facilitating open and transparent communication, aligning board activities with UMWC's mission, promoting engagement and accountability, leveraging board members' expertise and networks for strategic advantage, and fostering a culture of mutual respect and partnership.

Program Leadership

The next leader should exhibit a deep passion for the mission of UMWC and possess strong empathy for individuals affected by poverty. The ideal ED is knowledgeable about one or more of UMWC's service areas, understands the challenges faced by those in poverty, and is attuned to community needs and resources. The leader should be able to guide the organization through unforeseen challenges, ensuring that services remain consistent and effective during times of crisis.

Staff Development and Management

The leader must be skilled in managing and motivating staff. This includes developing a high-functioning and cohesive leadership team, building a staff that can effectively execute the operational aspects of its work, fostering a positive organizational culture, monitoring organizational capacity against commitments, addressing issues of staff turnover and morale, and ensuring that staff members are effectively utilized and appreciated.

About Urban Ministries of Wake County

Founded in 1981, UMWC is a 501(c)(3) nonprofit organization that provides essential services to individuals affected by poverty in Wake County, North Carolina. UMWC programs focus on alleviating hunger, moving women from homelessness to housing, and providing access to health care for uninsured adults.

UMWC is widely applauded for the breadth and quality of its programs and services. The organization has built strong relationships in the community and is often called upon when government entities and other agencies are seeking a partner to provide essential services.

Serving over 32,000 residents annually by addressing basic needs and promoting stability and well-being, UMWC relies heavily on community involvement, including volunteers and interns, to support their mission.

UMWC is led by a 21-person board of directors and more than 40 staff members. With an operating budget of \$3.8M, the organization is funded through philanthropic gifts and grants, patient fees, and local, state, and federal government contracts and grants.

For more information, visit <https://urbanmin.org/>.

Think you are UMWC's next Executive Director?

To apply, click on the link to the Executive Director – Urban Ministries of Wake County position profile at [ArmstrongMcGuire.com/jobs](https://www.armstrongmcguire.com/jobs). You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Salary is commensurate with the requirements of the position and begins in the \$110K range. Benefits include medical, dental, vision, life, accidental death and dismemberment, and short and long-term disability insurance; paid time off; 20 paid holidays; and a 403(b) retirement plan with a company match.

Urban Ministries of Wake County actively seeks a diverse pool of candidates. UMWC is committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation, or age.

PLEASE NOTE: To receive full consideration for this position, please submit the requested information through Armstrong McGuire's portal at www.armstrongmcguire.com/jobs. Due to integration issues, applications submitted through 3rd party sites such as Indeed and LinkedIn may not be received.

About Armstrong McGuire

Armstrong McGuire is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve. Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning. [Armstrong McGuire](https://www.armstrongmcguire.com)