



## **CHIEF EXECUTIVE OFFICER JOB OPENING**

***TO EMPOWER NATIVE WOMEN AND FAMILIES TO EXERCISE THEIR CULTURAL VALUES WITH INTEGRITY, AND TO ACHIEVE SUSTAINABLE LEADWAYS, WHILE ADVOCATING FOR JUSTICE AND EQUITY.***

The Minnesota Indian Women's Resource Center (MIWRC) is a non-profit social service organization committed to traditional ways of being and support of Native women and their families.

Founded in 1984, MIWRC provides a broad range of programs designed to educate and empower Native women and their families, and to inform and assist those who work providing services to the community. MIWRC is located in the Phillips neighborhood of Minneapolis, which has the third largest urban American Indian population in the United States.

Programs are developed to reflect the needs of our families, and are tailored to address issues that significantly affect their well being; such as family services, affordable housing, chemical dependency, mental health care, cultural resilience and healing, and other family and community issues.

The founders of MIWRC emphasized a woman's relationship with creation, her family, tribe, community and culture. We continue to incorporate this holistic, culturally sensitive approach to our work. More Information at [www.miwrc.org](http://www.miwrc.org)

MIWRC programs provide support, advocacy, and activities that utilize traditional teachings and other cultural strengths to encourage healing, build resilience, and counter the normalization of violence. Programs are developed to reflect the needs of our families and are tailored to address issues that significantly affect their well-being. Programming includes Support and Social Groups, Behavioral Health and Substance Use Treatment, Family Stabilization, and a Learning Center. MIWRC maintains thirteen Section 8 housing units and is expanding our housing portfolio.

**The CEO** works in partnership with the community and reports to the Board of Directors, providing courageous and strategic leadership, management, and support to the organization.

### **QUALIFICATIONS**

Our next CEO will be a community and organizational leader - grounded in community with the skills and abilities to operate a complex non-profit organization. The ideal candidate will have:

- Passion for MIWRC's mission and values, grounded in traditional teachings and cultural strengths
- Demonstrated deep understanding and personal experience and participation in an urban American Indian community
- Experience and commitment to partnering with the community, staff and other organizations to lead efforts
- A respectful, humble leader with a history of transparent, supportive, and high integrity leadership
- Previous experience in staff leadership, board development, financial management, program oversight and fundraising
- Experience in program areas offered at MIWRC addressing the needs of women and their families
- Knowledge, relationships and experience in nonprofit fundraising
- Excellent communications skills, including engaging with elected officials, funders, and other stakeholders with the ability to advocate for our community and speak truth to power

*We encourage community members who are interested but may not meet all of the criteria to submit their information for consideration.*

## **DUTIES**

### **Leadership, Management and Organizational Strategy**

- Recognize the wide range of cultural values, beliefs and traditions and provide leadership utilizing this knowledge for the overall service delivery and management of MIWRC
- With staff and Board, establish the strategic direction and annual organizational goals
- Supervise and empower staff to support a high-performing and positive culture aligned with our values
- Develop and maintain sound and positive relations with the community and partner organizations
- Represent MIWRC on committees and task forces, as well as to our community, elected officials and the general public

### **Financial Oversight**

- Set and monitor the annual budget
- Ensure best-practice financial controls and oversight of income and expenses
- In partnership with the Board, monitor and adjust finances as necessary for short and long term viability

### **Fundraising**

- Provide leadership and direction to fundraising efforts including grant requests, billing, government contracts and individual donors
- Leverage relationships to cultivate new and existing funders

### **Program Oversight and Evaluation**

- Oversee all programs of the organization and ensure the coordination, integration, and delivery of all programs, contracts and related services
- Promote collaborative relationships between program areas and other community partners

### **Administrative Leadership and Support**

- Provide a clear vision and leadership on human resource and operational policies and practices
- Ensure implementation of effective administrative policies and procedures
- Ensure compliance with all external regulations and requirements

## **TO APPLY**

Position is an exempt full-time, in-person position with a salary range of \$80,000 to \$120,000 with benefits. The position will remain open until filled with the screening of candidates beginning in early January, 2024.

**Email a resume and letter sharing why you are qualified and interested in being the next CEO of MIWRC to [roger@mightyconsulting.org](mailto:roger@mightyconsulting.org)**

If you have any questions please contact Roger Meyer (in confidence) at [roger@mightyconsulting.org](mailto:roger@mightyconsulting.org) or 651-338-5318 to learn more about the position or the hiring process