



**POSITION:** Executive Director

**STATUS:** Full-Time, Exempt

**ORGANIZATION SUMMARY:** ESCAPE Ministries is a nonprofit organization dedicated to intervening in the lives of youth who often fall through the cracks of society. We consistently pursue kids and engage them in life-long relationships with Jesus through the staff. We connect them with opportunities and resources that benefit youth and their families and build Gospel rooted relationships which empower all to thrive and discover their worth. ESCAPE Ministries is located in Holland, MI and serves the greater Holland/Zeeland area. The benchmark for our mission is rooted in our three core programs.

- ASAP - Students who are expelled or suspended from school complete classes for credit and work towards personal restoration and getting back into school.
- Career Connections - Jobs are created for 14-17 year-olds each Summer, keeping them out of trouble, showing, and building valuable skills and relationships.
- Westside Boxing - Programs for all ages to learn boxing and develop physical fitness while breaking down barriers.

**POSITION SUMMARY:** We are currently looking for an Executive Director to join our team. The Executive Director of ESCAPE Ministries will take a lead role in strategic planning and executing the mission and vision of ESCAPE. The Executive Director will be a collaborative community strategist who will intentionally work together with donors, local churches, agencies, and other partners to sustain and grow our programs and ministries. The Executive Director will identify, develop, and grow donor relationships. Developing leaders to reach young people from every people group and grow loving relationships with them will also be a goal of our Executive Director. The Executive Director will have a heart for the Kingdom, a passion for Christ and all His children.

**RESPONSIBILITIES** - The primary responsibilities of the role are as follows:

- 1. Organizational Leadership and Strategy**
  - a. Work collaboratively with the board to cast vision, clarify organizational goals, and determine strategy.
  - b. Support the growth of current ministry programs and provide direction and influence on the development of future programming.

- c. Oversee financial planning and management including leading the annual budgeting process, monitoring cash flow, and fulfilling all financial reporting requirements.
- d. Build a positive culture of faith that attracts quality board members, staff, volunteers, donors, and participants in Escape's programs.

## **2. Donor and Key Stakeholder Development**

- a. Oversee annual fund development plan creation and execution.
- b. Identify and engage new individuals, corporations, churches, schools, and others as future donors, volunteers, and partners.
- c. Retain and further develop existing donor and partner relationships.
- d. Create community awareness of Escape Ministries' mission and programs by sharing in various settings including frequent public speaking engagements.

## **3. Staff Development**

- a. Manage, empower, and develop a talented staff.
- b. Oversee the hiring of future staff as the organization grows.

## **4. Youth Engagement**

- a. Engage the youth in the programs at a personal level, learn about their life circumstances, and demonstrate an investment in them.

**QUALIFICATIONS** - Top candidates should embody the following:

- a. Committed follower of Jesus Christ
- b. Act and speak regularly with humility and authenticity
- c. Previous experience in leading an organization or major department.
- d. Previous experience in managing and developing a team.
- e. Previous experience in fund development and/or strong relationship-building skills.
- f. Personal lived experience similar to the youth served at Escape and/or a true empathetic understanding of the challenges they face.
- g. Demonstrated ability to communicate effectively with various kinds of stakeholders.
- h. Personal and professional values aligned with Escape Ministries.
- i. Bachelor's Degree or equivalent experience

**SALARY & BENEFITS:** Escape Ministries offers a salary and compensation that is competitive with similar-sized nonprofits in the area.

**ESCAPE Ministries is an Equal Opportunity Employer that values the diversity of its workforce.**

**HOW TO APPLY:** Interested candidates should send cover letter and resume to [applications@escape-out.org](mailto:applications@escape-out.org) by no later than November 6<sup>th</sup>.