

Recruitment Profile
Executive Director

MassEquality



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THE CLIENT

Established in Boston in 2001, MassEquality works to protect, promote and defend marriage equality and to advance lesbian, gay, bisexual and transgender rights. MassEquality stands by the principle that every LGBT person deserves to be treated equally, to be safe, and to be free from discrimination based upon sexual orientation or gender identity or expression. Through education and public policy work, MassEquality seeks to create a better world that respects and celebrates diversity and inclusion – a world in which there is equality under the law.

MassEquality is comprised of the MassEquality Education Fund, a 501 (c)(3) governed by an 8-person Board of Directors (with unlimited board membership), and the MassEquality Campaign 501 (c)(4), governed by a 14-person Board, and the Political Action Committee, governed by a three-person Board. Combined, MassEquality has an annual budget of \$1.2 million and a dedicated 13-person professional support staff.

In 2009, the Freedom to Marry Coalition of Massachusetts merged with MassEquality, bringing together the two powerful organizations that secured the right of same-sex couples to marry in Massachusetts.

Its main objectives are three fold:

LGBT Equality in Massachusetts

Equality for Transgender People - Transgender people in Massachusetts should be able to work and live without fear of discrimination or harm.

Equality for LGBT Youth - Every young person, gay or straight, deserves to be safe in school and have access to the resources needed to flourish and grow.

Equality for HIV/AIDS Treatment and Prevention – As HIV infections continue to rise, particularly among young gay men and people of color, it's clear that the fight against AIDS is far from over.

Equality for LGBT Victims of Domestic Violence - Everyone deserves to be safe in his or her own home, but the special difficulties faced by LGBT people are often not understood or addressed by traditional service organizations.

Equality for LGBT Seniors and Elders – LGBT people deserve safety and security and compassion at all stages of life, but especially when old. LGBT seniors face particular vulnerabilities and challenges in seeking elder services and long-term care; we must ensure that our elders have excellent quality of life in both independent and institutional settings.

Maintain Marriage Equality in the Commonwealth of Massachusetts

Same-sex couples are for the first time treated equally under the law, families and children enjoy greater protections, communities are strengthened, and Massachusetts is a more welcoming place for same-sex couples, their children, and their loved ones. As the first state in the nation to give loving same-sex couples all of the rights, protections and responsibilities that come with legal marriage, MassEquality must remain vigilant to preserve this right for generations to come.

Marriage in New England

MassEquality joins forces with Gay & Lesbian Advocates and Defenders (GLAD) and state-wide organizations to secure marriage equality in every New England state within the next five years. Marriage equality is the law of the land in four New England states and must be secured in Rhode and Maine.

THE POSITION

The Executive Director reports to the Boards of Directors. S/he supervises the following direct reports: Development Director, Political Director, Director of Finance & Administration and a Communications Coordinator.

Duties and Responsibilities include the following:

Program Oversight

- Overseeing MassEquality's public affairs and education program, ensuring a prudent balance of resources between political work and community outreach and education; maintain and expand our current strategic alliances with partner organizations; support and achieve goals of partner organizations being mindful of each group's own priorities, characters and needs
- Integrating education, development and political strategies and building an increased sense of active collaboration among departments in furthering MassEquality's mission
- Developing a strategy to work with the Massachusetts State Legislature and state agencies on issues of importance to the LGBT community and its allies
- Maintaining the support of MassEquality's broad-based membership through the development and execution of programs relevant to their needs and interests

- Building MassEquality's outreach to diverse communities, especially communities of color and the Transgender community and to increase the diversity of our membership

Fundraising

- Working closely with senior staff, leading the planning effort for and implementation of an overall fundraising strategy to maximize current opportunities, sustain development efforts in a fast changing environment and to address potential drop-off as the marriage debate shifts to other regions, developing a strategy to compensate for this eventuality
- Working closely with the Boards' Development Committee and the Director of Development, formulate a strategic development plan for years 1-3, including determining the time the Executive Director will devote to fundraising activities and what these activities shall be
- Working closely with the Boards of Directors and the Development Department to identify, solicit and acquire new sources of funding among corporate donors, to encourage board giving and to build long-term, sustainable sources of income for the organization, including an endowment
- Actively seeking major donor support within the LGBT community and among friends and allies, and re-connecting with the many donors who supported the marriage campaign
- Directs the raising of sufficient funds to meet budgeted goals
- Acting as the primary spokesperson for MassEquality in the grant-making community, including foundations, corporations and government agencies

Communications/Community Relations

- Serving as MassEquality's liaison and spokesperson to the public, government funders, the LGBT community, the media and other constituents and allies
- Continue to develop MassEquality's new media outreach to constituents through social networking, blogging, e-messaging and e-solicitation
- Building and nurturing coalitions and collaborative initiatives with other community and social justice organizations, including but not limited to GLAD, BAGLY, Boston GLASS, Massachusetts Commission on GLBT Youth, Massachusetts Transgender Political Coalition, Network La Red,

Gay Men's Domestic Violence Project, Hispanic Black Gay Coalition, Bisexual Resource Center, Multi-Cultural AIDS Coalition, Somos Latinos, the LGBT Aging Project, the Massachusetts Gay & Lesbian Political Caucus, the Human Rights Campaign, National Gay and Lesbian Task Force, AIDS Action Committee, the ACLU of Massachusetts and others who support MassEquality in its successful fight to protect gay marriage. There is a particular need to bridge the gap and nurture relationships within supportive faith communities and communities of color, as well as with youth advocacy groups and transgender allies

- Continuing to build MassEquality's public presence, brand and identity as a leader in the LGBT civil rights movement

Finance/Administration

- Developing the annual budget, ensuring proper fiscal accounting and controls, as well as legal and fiduciary compliance as relates to tax filings, regulatory filings and other governmental regulations
- Ensuring that MassEquality has the financial and human resources necessary to implement its strategic plan and operational goals
- Managing all human resources functions, including the hiring, development, motivation, evaluation and retention of senior staff
- Overseeing and strengthening the organizational infrastructure necessary to support and sustain MassEquality's accelerating growth.

Board Relations

- Working with the Boards of Directors in determining overarching goals as part of a new strategic plan. From this the Executive Director creates an Annual Operating Plan based on these agreed upon broad-based milestones
- Strategizing with the Boards on the optimum size and structure for MassEquality and creating an action plan to achieve these objectives
- Leading other strategic planning processes, evaluation and development of new business models; engaging Boards, staff, and external stakeholders as appropriate

- Participating as an active member of the Boards' working committees, or designating senior staff to do the same; and participating in the Boards recruitment and training process
- Working with the Boards to more effectively recruit and retain new members that reflect the diversity of the communities served; help identify what is necessary to create a respectful and inclusive environment that will support these potential new Board Members

PROFESSIONAL QUALIFICATIONS

MassEquality is seeking a mature professional with a minimum of 15 years of experience, including 3-5 in a senior management position, either in the not-for-profit sector or in a corporate management role. Experience in public policy, campaign management or advocacy at the state or federal level is essential.

The successful candidate must be a proven fundraiser, ideally in the area of public policy, social justice and equal rights. S/he must have a solid understanding of board dynamics and governance in a growing not-for-profit organization.

The Executive Director must be a strong communicator and spokesperson who can represent MassEquality effectively to the public and the media. The ability to build coalitions and sustain collaborative group effort is important.

The candidate must be a proven manager with a demonstrated record of leading and motivating a highly educated and dedicated team of professionals and support staff.

Knowledge of the Massachusetts political and activist landscape, while not strictly required, would be a distinct advantage for the successful candidate. An undergraduate degree is required and a graduate degree in management, law, public policy or other professionally related field is helpful. The Executive Director must be sufficiently knowledgeable about the law and its potential to impact public policy to be a credible leader and spokesperson for the organization.

PERSONAL CHARACTERISTICS

The ideal candidate will be a leader with vision, stature and presence. Humility, common sense and personal charisma are highly desirable characteristics. The Executive Director should be a good listener, an excellent motivator, and an accomplished communicator. S/he must be respectful of staff and coalition partners and supportive of their dedication and hard work on behalf of the community. S/he must understand that the role of MassEquality is to give voice to the issues of coalition partners rather than to dictate their agenda.

The Executive Director must be a “roll up your sleeves” manager with the ability to foster an environment of teamwork and collaboration. The ability to handle multiple projects simultaneously and to work effectively under pressure is important.

A passion for LGBT civil rights, social justice grassroots organizing, along with a collaborative orientation, an appreciation for diversity and a gracious personal manner are essential for success.

OPPORTUNITY

MassEquality enjoys a unique confluence of opportunity, talent and timing to make substantive and long-lasting changes in the daily lives of LGBT individuals and families, from birth to death. As one of the nation’s leaders in the community’s civil rights struggle – and a key player in the arena of progressive Massachusetts politics – MassEquality is poised for a period of major growth and expansion as it continues to evolve from a single issue to a multi-issue focus and a campaign-based organization to a community institution. The successful candidate will have the satisfaction of guiding this high profile organization through its next phase of development and of leading a collaborative group effort on the cutting edge of equal opportunity, civil rights, and social and cultural change.

COMPENSATION

MassEquality is offering a highly competitive salary, appropriate for an organization of its size, along with an excellent benefits package. The client is willing to pay basic relocation expenses for the exceptional individual they are seeking.

CONTACT

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