

Executive Director of Second Mile Development in Huntsville, Alabama

Compensation: \$100,000 Salary + Family Health Benefits

Hours: Full Time

Website: secondmile.net

Application Deadline: July 15, 2024

Overview

The role of the Executive Director is to oversee the strategic direction, spiritual health, and financial strength of Second Mile Development under the advisory oversight of the Board. This will require a firm grasp of the culture, values and strategy of Second Mile and the ability to align staff and key leadership with its mission. The Executive Director should feel called by Jesus Christ to lead this Christian ministry and will offer spiritual leadership to Second Mile's staff, board, donors and the neighbors living in Terry Heights and Hillendale neighborhoods of Huntsville, Alabama (the "Neighborhood"). The Executive Director will ensure that the systems, practices and policies of Second Mile Development effectively support its mission.

Second Mile has a joyful and counterintuitive culture with DNA in the tradition of Bob Lupton's book "Toxic Charity: How Churches and Charities Hurt Those They Help, And How to Reverse It." Over nearly 40 years we have been catalysts for long-term systemic change, shepherding one of Alabama's most challenged neighborhoods into a thriving community. Our work is founded on our core principles: (1) We take direction from the neighborhood, (2) we value relationships in the neighborhood above all else (3) we invite all our neighbors to participate in the solution (4) we welcome interruptions because that's where God is working. We believe that by building these relationships and by sharing educational, economic and spiritual resources that Christ can bring reconciliation across many backgrounds.

The Executive Director will be responsible for the following:

Culture Champion

The Executive Director will be responsible for clarifying and championing Second Mile's vision and values by:

- Modeling discipleship with key staff and lay leaders.
- Measuring and monitoring the missional focus, spiritual vitality and emotional health of Second Mile and, when necessary, holding staff and lay leaders accountable for the progress in their ministry areas.

- Participating in a church home on a regular basis, personal spiritual growth and the nurture of their own marriage and family as applicable.
- Setting appropriate boundaries to protect character and integrity.
- Developing personal evangelism opportunities within and outside the Neighborhood

Visionary Leadership

The Executive Director will oversee strategic planning and staff coordination in the execution of Second Mile's mission and vision. The Executive Director will work with the Board and Program Directors to establish goals and action plans. The Executive Director will provide the catalyzing challenges and activities which allow Second Mile to remain true to its mission and vision. This leadership and input will be provided through many activities including:

- Coordinating and leading meetings and engaging other activities designed to clarify and execute Second Mile's goals and objectives with the staff, volunteers, Neighborhood, and Board
- Providing leadership in vision casting and goal setting.
- Monitoring the pulse of the ministry through research and evaluation.
- Partnering with staff and volunteers to ensure staffing, facilities, and programs are appropriately and effectively aligned to best meet strategic goals.
- Overseeing budgets and providing oversight and direction in the large variety of financial functions of the organization including: stewardship campaigns, cash flow, contributions, payroll, leases and budget development.
- Communicate with the Board and provide options
- Continuing to develop a growth strategy that leverages the synergy of existing resources and prepares for expansion in the future.

Leading the Leaders

The Executive Director Provides leadership to the staff team. The Executive Director will lead, evaluate, and mentor existing staff in their respective areas of ministry. Includes the following responsibilities:

- Supervision of the program directors in relation of day-to-day ministry and operational activities to assist in problem solving.
- Provide coaching to the staff in the design and implementation of all ministries including evaluating appropriate changes to organizational structure.
- Effectively delegate operational work, monitor progress, and hold staff accountable for results
- Clearly communicate and translate the vision and mission of Second Mile to staff.
- Provide clarification and guidance to keep programs aligned on mission and working harmoniously together.
- Champion the discipleship, training and leadership development of staff.
- Oversee the hiring and dismissal process for all staff.
- Developing resources that help staff and lay leaders increase the impact of their ministry.

Funding & Networking

The Executive Director displays excellent communication skills, the ability to make sound decisions, high level networking, and relational strength. They should:

- Take responsibility for funding Second Mile's vision as a whole through personal fundraising efforts and by coordinating the efforts of staff, donors and volunteers
- Actively pursue funding for Second Mile by personally developing relationships with new donors and cultivating the health of the existing funding network
- Identify and assist with completion of grants with institutional partners where these partnerships are in alignment with Second Mile's mission
- Represent Second Mile internally in the Neighborhood by forming strong relationships with residents
- Serve as the "ambassador" of Second Mile externally in Huntsville and beyond by building relationships with local government, churches, non-profits, businesses and community leaders
- Identify and cultivate partnerships with peer organizations and community leaders that will advance Second Mile's Mission

To apply send resume to david.kling@covhsv.org