



FAITH MATTERS NETWORK

Position Profile

Executive Director
Faith Matters Network





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ABOUT FAITH MATTERS NETWORK

Faith Matters Network (FMN) is a womanist-led organization dedicated to nurturing spiritually grounded leaders working toward healing, justice, and transformation in their communities. Since the organization's founding in 2014, FMN has engaged and trained over 10,000 faith leaders, community organizers, and activists, equipping them with the tools and resources needed to integrate spiritual sustainability into social movements.

At FMN, we advance womanist frameworks of learning and leadership, cultivating spaces where justice and belonging can thrive. Through innovative programming, collaborative partnerships, and strategic leadership, we help individuals and organizations expand the reach and impact of their work. We seek to be a dynamic force in the faith and justice landscape, supporting leaders across traditions and movements to navigate an evolving spiritual and social context.

To learn more, please visit [Faith Matters Network's website](#).

THE OPPORTUNITY

Faith Matters Network seeks an inspiring and strategic Executive Director to lead the organization into its next chapter of growth and impact. This leader will build upon a solid foundation, shaping and executing a bold vision that deepens FMN's reach beyond the Southeast and into national and interfaith spaces. They will be a skilled fundraiser, responsible for securing the financial sustainability of the organization through diverse revenue streams, including grant funding, individual donors, and partnerships.

The Executive Director will serve as the primary spokesperson and ambassador for FMN, articulating the transformative power of womanist theology and faith-rooted justice work. They will steward relationships with key partners, donors, and community stakeholders while fostering an organizational culture of collaboration, innovation, and accountability. Leading a fully remote team, they will ensure FMN remains a dynamic and inclusive workplace where staff are empowered to advance the mission with creativity and purpose.





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With a commitment to faith-rooted justice and a deep understanding of womanist theological traditions, the Executive Director will guide FMN in expanding its public presence, programming, and advocacy work. This is an opportunity for a visionary and action-oriented leader to build FMN's national platform while centering community, spirituality, and social transformation.

Faith Matters Network is conducting a national search for this position, but there is a preference for candidates based in the South or Southeastern U.S. The search for Faith Matters Network's next Executive Director is conducted by executive search firm [LaCire](#). Application instructions can be found in the To Apply section on Page 8 of this document.

KEY RESPONSIBILITIES

Strategic Leadership and Vision

- Develop and implement strategic goals that position FMN as a national leader in faith-based justice work, and a steward of faith communities beyond traditional settings.
- Shape the organization's long-term vision in collaboration with the board and staff, ensuring alignment with FMN's mission and values.
- Expand FMN's presence beyond the Southeast, fostering partnerships with diverse faith and spiritual communities, and justice movements across the country.
- Assess organizational performance under the current strategic plan and lead preparation for the next phase of growth and planning.
- Represent FMN as a public voice and thought leader, advocating for the role of womanist theology and spiritual innovation in social justice movements.
- Grow and diversify the organization's funding base through new and innovative partnerships and build robust, trusting relationships with key funders.

Fundraising and Financial Stewardship

- Develop and execute a comprehensive fundraising strategy to secure at least \$1M annually through grants, individual giving, and institutional partnerships.
- Diversify revenue streams by cultivating relationships with major donors, securing multi-year grants, and exploring planned giving opportunities.





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- Ensure financial sustainability by overseeing budgeting, financial planning, and compliance in collaboration with the Chief Operating Officer (COO) and board.
- Strengthen FMN's relationships with Black funders and faith-based donors.
- Actively engage in fundraising conversations with foundations, individual donors, and organizational partners to grow FMN's financial resources.
- Maintain and strengthen existing relationships with current funders and donors.

Program Leadership and Community Engagement

- Serve as FMN's primary spokesperson and ambassador, elevating its national profile through public speaking, media engagements, and thought leadership.
- Build and sustain relationships with faith-based organizations, social justice movements, and community partners.
- Cultivate opportunities for FMN to engage in interfaith collaboration, expanding its reach beyond Christian faith communities.
- Identify and engage new partners, organizations, and networks that are aligned with FMN's mission.
- Oversee FMN's program strategy, in collaboration with the Chief Program Officer, to ensure programmatic vitality and excellence.
- Oversee FMN's communications strategy, in collaboration with the Director of Storytelling & Strategic Communications, ensuring FMN's messaging is compelling and aligned with its goals, values, and vision.

Organizational Management and Culture

- Inspire, lead, and manage a diverse and talented team of professionals in a fully remote environment. Foster a positive culture of connectivity, inclusion, shared values, enthusiasm for the work, and high performance.
- Provide direct supervision to members of the senior leadership team, ensuring strong internal collaboration. Mentor all FMN staff and cultivate opportunities for professional development.
- Model self-care to avoid burnout and prioritize overall wellbeing and support FMN staff in doing the same.



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- Guide FMN staff in the development and implementation of project and program plans, ensuring their alignment with the organization’s strategic goals, priorities, and core values.
- Oversee organizational policies, operations, and infrastructure to support FMN’s growth and sustainability.
- Implement structures that strengthen team cohesion, streamline decision-making, and resolve internal conflicts effectively.

Board Engagement and Governance

- Work closely with the board of directors to ensure effective governance, strategic direction, compliance, and financial oversight of the organization.
- Provide regular updates to the board, seeking input and support in key organizational decisions.
- Support board development, including the recruitment, onboarding, and ongoing engagement of board members.

QUALIFICATIONS OF THE IDEAL CANDIDATE

Strong candidates will bring excellent management and operational skills, superb communications and relationship building skills, experience with nonprofits, experience with faith-rooted justice and advocacy work, and a demonstrated ability to build a dynamic team and organization during a pivotal growth period.

The ideal candidate should possess:

- A profound understanding of, and demonstrated experience in, the womanist theological tradition, and a strong ability to articulate its relevance to faith-based activism.
- Visionary leadership experience in the philanthropic, nonprofit, and/or public service sectors. Experience leading a faith-based nonprofit or social justice organization is a plus.
- Background in advocacy and justice work, with a strong understanding of social justice movements.



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- A deep spiritual commitment and knowledge of faith-rooted justice work.
- Experience working with faith leaders across multiple traditions and backgrounds.
- Strong fundraising skills, including a proven track record of successfully driving revenue diversification.
- Strong management experience, with the ability to effectively lead a fully remote team and oversee organizational operations.
- Strong financial and business acumen, and demonstrated experience in work planning and budgeting.
- Strong interpersonal and relationship-building skills, with the ability to engage donors, partners, and community stakeholders.
- Exceptional communications, writing, and public speaking skills. Comfortable representing an organization to external audiences and amplifying an organization's voice.
- Experience in long-term planning with an organization and operationalizing organizational visions.
- The ability to travel approximately 8 weeks per year.

Preferred qualifications include:

- An advanced degree in theology, social justice, or a related field.
- Formal ordination within a faith tradition.
- Strong connections in Black feminist and womanist networks.
- Experience in community organizing and grassroots movement-building.
- Demonstrated ability to navigate interfaith and multifaith collaboration.

LOCATION AND WORK ENVIRONMENT

The team at FMN is 100% remote distributed across multiple states, cities, and time zones. Our virtual office operates with core business hours of 10:00am until 3:00pm local standard time, Monday through Friday, to allow for flexibility in staff scheduling and accessibility.

This is a full-time, exempt position at 40 hours per week.





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Faith Matters Network employees spend about 80% of their time working on the computer. This position typically requires an indoor setting, the use of standard office equipment, such as computers and phones, and access to a stable Wi-Fi network. Physical demands may include long periods of computer work and phone usage, and either standing or sitting for prolonged periods.

COMPENSATION AND BENEFITS

The salary range for this position is \$125,000 - \$150,000 per year.

Faith Matters Network believes in a compensation philosophy rooted in fairness, equity, and justice. We recognize the historical impact of systemic racism and wage disparities, and are committed to paying wages that allow our staff to thrive. Salary ranges at FMN are determined by market value analysis, internal equity monitoring, and individual performance assessments. FMN provides a range of additional benefits including:

- 100% Premium coverage for Medical & Dental (60% for dependents)
- Generous Holidays & Time Off Policies
- \$50,000 Basic Life Insurance Policy
- Individual budget for professional development and technology stipends
- Access to organizational chaplain and other spiritual care resources

EQUAL EMPLOYMENT OPPORTUNITY

Equal employment opportunity and having a staff of diverse experiences and identities are fundamental principles at Faith Matters Network, where employment and promotional opportunities are based upon individual capabilities and qualifications without regard to race, color, religion, gender, pregnancy, sexual orientation/affectational preference, age, national origin, marital status, citizenship, disability, veteran status or any other protected characteristic as established under law.



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TO APPLY

Faith Matters Network is partnering with executive search firm [LaCire](#) to manage applications.

To apply for this position, please use [the application form](#). Applicants will be required to submit one document containing their resume and a brief cover letter addressing their leadership experience, fundraising background, commitment to faith and justice, and their understanding of the womanist tradition and its role in faith-based justice work.

If you encounter any challenges accessing or using the online form, please reach out to Jamie Albaum, lead recruiter, at jamie@lacire.co and we will ensure proper accommodations are provided.

Applications will be accepted on a rolling basis until March 15, 2025. Please note that only candidates who are selected to move forward will be contacted. Candidates who are selected to move forward will be contacted by the end of March 2025. The hiring process will take place in three rounds during April and May 2025.

REASONABLE ACCOMMODATION

If you require reasonable accommodation in completing an application, interviewing, completing any pre-employment testing, or otherwise participating in the candidate selection process, please direct your inquiries to our lead recruiter, Jamie Albaum, at jamie@lacire.co or (504) 941-1086.

