

## About Exodus Ministries

***Exodus Ministries empowers formerly incarcerated mothers reuniting with their children to achieve a productive and fulfilling life through Jesus Christ. The Vision for the ministry is that every individual served by Exodus Ministries remains free and is self-sufficient. Exodus Ministries is the only organization in the Dallas/Fort Worth area that offers a residential program for women and their children.***

***You can find out more about the ministry at our website: <http://www.exodusministriesdallas.org/>***

## The Opportunity

***Exodus Ministries is seeking an Executive Director for an exciting opportunity. The Board of Directors recently completed a strategic plan which calls for substantial growth and impact of the ministry over the next 5 years. We need the right leader who feels called to drive the organization toward this vision.***

***The ministry has a core donor base, committed staff, committed and supportive Board of Directors. The Executive Director will have the opportunity to build on this foundation and take the ministry to the next level. You will have the opportunity to make a significant impact in a short period of time and work in an organization whose mission is aligned with your personal faith and values.***

## The Executive Director Role

***Reporting to the Board of Directors, the Executive Director (ED) will have overall strategic and operational responsibility for Exodus staff, programs, fundraising and its mission. The ED must deeply understand target client base, execute core programs, sustain administrative infrastructure and generate resources. The ED will work with the board to ensure appropriate organizational governance that ensures transparency and accountability. The Executive Director is primarily responsible for...***

### ***Leadership & Management:***

***Driving the mission forward; translating the vision and mission into concrete plans and activities.***

***Financial management; leading financial matters with the highest level of personal integrity and sound practices including budgeting, reporting, and prudent purchasing.***

***Actively engaging and energizing volunteers, board members, event committees, alumni, partnering organizations and funders.***

***Developing, maintaining and supporting a strong Board of Directors (in conjunction with the Board of Directors). Assisting the Board of Directors in the development and implementation of short-term and long-term organizational goals, objectives, policies, and procedures.***

***Serving as ex-officio of each committee, seeking and building board involvement with strategic direction for both ongoing operations as well as the strategic plan.***

***Recruiting, leading, developing, and retaining high-performance employees.***

***Maintaining a working knowledge of significant developments and trends in prison aftercare ministry***

### ***Fundraising & Communications:***

*Communicating vision and passion both internally and externally.*

*Resource generation; planning, leading and directing fundraising initiatives, proactively networking to locate resources.*

*Deepening and refining all aspects of communications, from web presence to external relations with the goal of creating a stronger brand/presence. Using external presence and relationships to garner new opportunities*

### ***Programs & Development:***

*Prudently screening and selecting clients who will likely benefit from Exodus' faith-based culture and programs.*

*Managing program content; overseeing development of program offerings which may include using programs offered by ministry partners (churches, other non-profits)*

*Installing and maintaining effective systems to measure program outcomes. Regularly evaluating and adjusting, as needed, program components. Measuring successes that can be effectively communicated to the board, funders, and other constituents.*

*Overseeing upkeep and maintenance of the Exodus residence building.*

### ***Infrastructure:***

*Ensuring that Exodus has the appropriate systems, processes to operate efficiently and effectively.*

*Overseeing preparation of the annual budget and other necessary financial documents; providing information and justification for the Board of Directors in its budgeting review and approval process.*

### ***Spiritual Foundation of Exodus:***

*Maintaining Exodus' day-to-day activities, programs, meetings and gatherings, employee actions and activities, communications and all public and private interactions in a manner consistent with the Christian foundation and mission of the ministry.*

## **Qualifications**

*The Executive Director will be thoroughly committed to the mission of Exodus; a clear divine calling to the ministry. The Executive Director should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:*

*Meaningful experience in prison ministry or in other related work with incarcerated or formerly incarcerated individuals.*

*Strong articulated spiritual maturity; character and integrity that will serve as a positive role model to residents.*

*Advanced degree (ideally an MBA) with at least 10 years of management experience; track record of effectively leading a performance- and outcomes-based organization and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth.*

*Unwavering commitment to quality programs and data-driven program evaluation.*

***Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget.***

***Past success working with a Board of Directors with the ability to cultivate existing board member relationships.***

***Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures.***

***Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills.***

***Action-oriented, entrepreneurial, adaptable, and innovative approach to organizational planning.***

***Ability to work effectively in collaboration with diverse groups of people***

***Passion, integrity, positive attitude, mission-driven, and self-directed.***

***Functionally proficient in using email and other typically deployed technology tools in an office environment include Word, PowerPoint, and Excel.***

***Exodus Ministries is a transitional facility for female ex-offenders and their children. When working in this type of an environment, high awareness to security issues and needs of residents must be maintained at all times. The ability to readily adapt and respond to a variety of ministry needs and situations will be crucial. Those involved with ministry at Exodus Ministries should be mature enough to appropriately respond to the stigma associated with those who much of society rejects.***

## How to Apply

***Please submit a resume and cover letter to our email box: [exodusministriesresumes@gmail.com](mailto:exodusministriesresumes@gmail.com)***