



OutFront Minnesota Executive Director

Title: Executive Director
Supervisor: Chair, OutFront Minnesota Board of Directors
Location: Minneapolis, but frequent travel throughout Minnesota
Salary Range: \$110,000-\$125,000

OutFront Minnesota seeks a dynamic and proven leader to work with an engaged Board and staff and serve as a lighthouse in the organization and the community. OutFront Minnesota is poised to grow and evolve, and we are excited to find our bold new leader to fulfill and advance our mission, to create a state where lesbian, gay, bisexual, transgender, and queer people are free to be who they are, love who they love, and live without fear of violence, harassment, or discrimination

ORGANIZATIONAL OVERVIEW

OutFront Minnesota was founded in 1987 to fight for LGBTQ justice and equity. Over the past 34 years we have worked to ensure that our values of liberation and intersectional justice guide our work until full equality under the law and full equity in practice is realized.

OutFront Minnesota successfully passed a statewide nondiscrimination law that included sexual orientation AND gender identity as protected statuses in 1993 — the first law that included protections for our trans community members. We won marriage by defeating an anti-marriage amendment at the ballot box and passing marriage equality through the legislature in 2013. We ensured that our kids have safe and supportive environments to learn in by passing the Safe and Supportive Schools Act in 2014 and the Trans Toolkit in 2017. Our fight is not over and our efforts are needed more than ever.

ORGANIZATIONAL STRUCTURE

To accomplish its mission and to comply with all revenue and campaign finance regulations, OutFront Minnesota was incorporated in 1987 as a Minnesota nonprofit corporation and is classified as a tax-exempt social welfare organization under Section 501(c)(4) of the Internal Revenue Code (IRC). OutFront Minnesota has two legal subsidiaries: OutFront Minnesota Community Services (“OFMCS”), a Section 501(c)(3) organization; and OutFront Minnesota Action (“OFMA”), a Section 527 Political Action Committee (PAC).

JOB SUMMARY

The Executive Director is employed by OutFront Minnesota and reports to the Board of Directors. The Executive Director staffs the executive committees of OutFront Minnesota and OutFront Minnesota Community Services. The Executive Director has a seat on the OutFront Minnesota Action PAC. The Executive Director is accountable for all three organizations’ fundraising, fiscal management, human resources, donor and member relations, public and press relations, community outreach and program development and implementation.

The ideal candidate will have demonstrated experience in social and political systems change, nonprofit management, fundraising and coalition-building, and will have a broad understanding of issues concerning the LGBTQ community in the state. We are seeking a leader who can articulate an organizational strategic vision, engage community members and leaders of diverse backgrounds and viewpoints, is hard working, resilient, and collaborative.

PRIMARY AREAS OF RESPONSIBILITY

Strategic Leadership: Work with staff and Board to advance our mission and vision while upholding OutFront's values; lead and guide the strategic direction of the organization.

Financial Management: Manage financial resources and ensure overall financial health of organization; work toward long-term financial stability through diverse fundraising activities; cultivate additional revenue sources to support the organization's activities.

Relationship Management: Represent OutFront Minnesota with local and state leaders; maintain strong and effective relationships with partners and collaborators; build and nurture relationships with diverse leaders and allied organizations; be a dynamic presence and voice in the community.

Board Governance: Develop and support a strong Board of Directors and build Board involvement; work with the Board and committees to develop and advance organizational goals; communicate effectively with the Board and provide all information necessary for the Board and committees to make informed decisions.

Staff and Supervision: Lead and support a talented staff with mutual respect and transparency; ensure a positive and healthy office culture that promotes ownership, accountability, and is a great place to work.

EXPERIENCE AND SKILLS

- Desire to lead and represent OutFront in all aspects of the organization's work and with a variety of audiences and stakeholders
- Responsive to current culture and thoughtful approach to change
- Demonstrated success in managing organizational growth
- Ability to articulate passion for the mission and vision
- Comfort or alignment with young queer space
- Experience and enthusiasm for fundraising and development
- Commitment to empathetic and relationship-based leadership
- Proven competence in nonprofit finance and budgeting
- Understanding of and experience with the intersection of race, economic status, gender identity, and sexual orientation
- Ability to build, manage, and collaborate with a nonprofit Board of Directors
- Commitment to ethical conflict management and resolution, and a restorative justice lens

COMPENSATION

This is a full-time position with a salary range of \$\$110,000-\$125,000, depending on experience and qualifications, plus benefits.

HOW TO APPLY

The position will remain open until filled; **to be considered in the first screening of candidates, submit materials by February 8th, 2022.** To apply, send cover letter, resume, and three professional references as one PDF document to melissa@mightyconsulting.org. Contact Melissa Martinez-Sones via email or at 651-808-3409 with questions or to learn more about the opportunity.

OUTFRONT MINNESOTA NON-DISCRIMINATION POLICY

OutFront Minnesota is deeply committed to social, racial, gender, and economic justice. We strongly encourage Black, Indigenous, persons of color, women, trans folks, and queer people to apply.