



Memphis Athletic Ministries

Position: President and CEO
Salary: +/- \$110,000 based on experience
Application deadline: Aug. 1, 2024
To apply: Email letter of interest and resume to Kim.C.Cherry@gmail.com. You must put "MAM President and CEO" in the subject line.

MAM

Founded in 1998, Memphis Athletic Ministries (MAM) exists to **coach, grow, and lead** the youth of Memphis by helping them discover their identity in Christ and their purpose in the community. MAM's vision is to see **identity found, hope restored, and lives changed**.

Position

We are seeking an experienced senior executive to serve as MAM's next President and Chief Executive Officer, taking the helm of an organization celebrating 25+ years of service to the Memphis community. The role reports directly to the Board of Directors. Our next President and CEO will directly manage the leadership team and indirectly oversee full- and part-time staff members. The role of the CEO is to lead in such a way that glorifies God and the Gospel is presented in a relational way to the youth we serve.

Key Responsibilities

- Serves as the chief visionary, strategist and leader for MAM
- Maintains significant relationships with the Board and its officers, donors and families served
- Responsible for developing and implementing MAM's strategic plan and for the leadership and direction of staff in execution of the organization's mission
- Ensure MAM's relevance to the communities it serves, provide leadership to continually enhance the organization's capacity to reach its goals and ensure accountability of the organization to its constituents

Organizational Leadership and Management

- Develop and articulate a vision for MAM that all staff and other stakeholders can visualize and act upon to empower the students and families we serve
- Build and maintain effective relationships with donors, partners, supporters, and contributors
- Promote a culture of professional growth within MAM through coaching, mentoring and professional development

- Identify, assess, and inform the Board of Directors of internal and external issues affecting the organization
- Ensure the financial sustainability of MAM and manage its annual budget in coordination with the leadership team and the Board

Strategic Thinking and Planning

- Develop and recommend strategic multi-year plans to the Board of Directors. Generate broad support for the strategy and manage the process to engage staff, board members and the community in the plan
- Ensure there are ongoing critical assessment systems in place to actively confirm existing programs are meeting the needs of our communities
- Guide the development of new ideas for growing and diversifying revenue streams to ensure fiscal sustainability of programs

Board Governance, Reporting, and Development

- Cultivate a strong, collaborative working relationship with the Board, ensuring open communication regarding financial goals, programmatic issues, new endeavors and organizational challenges
- Provide leadership in Board development to ensure that the Board has members who can provide the leadership and professional expertise required to guide MAM in the future and solidify the pipeline of leaders
- Use analytics, data and core metrics to regularly report on the state of the organization to the Board

Qualifications and Core Competencies

- Minimum of a bachelor's degree
- Extensive professional experience in a corporate or nonprofit setting
- Prior nonprofit experience ideal; management of multisite organization preferred
- Significant experience in board development, fundraising, marketing/branding and fiscal management
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate and guide investment in people and systems
- Keen analytic, organizational and problem-solving skills that support and enable sound decision making
- Excellent coalition-building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder and fundraiser
- Strong commitment to the professional development of staff; successful track record of recruitment and retention of diverse team