



**Gather, Inc.**  
**Chief Executive Officer**  
Washington, DC metro area



## Background

Growing from the success of hyperlocal GatherDC's relational engagement methodology, Gather, Inc. is a new project that trains change agents in the Jewish community to bring a relationship-centered approach to every aspect of their work, prioritizing the quality of Jewish connections and experiences over attendance. Their lived commitment to this relational methodology enables their clients to become ongoing partners in helping people access and create meaningful Jewish life wherever they seek it. They do this by reorienting the definition of success: the depth and breadth of the relationships they build with and among their community members.

Through centering relationships, individuals can access and create Jewish life that is most relevant, active, and meaningful for them. By reimagining our community's strategies and systems through a relational lens, Gather is able to reach more people with authenticity, empathy and joy.

Gather, Inc. is committed to enriching and expanding their relationship-based engagement alongside its unique educational vision, making them standard practices across all Jewish organizations, and positioning them as the heart of how Jewish community is built.

Gather, Inc. is also committed to RBE consulting work, where the hope is to share their tools and curriculum with organizations and individuals interested in engaging Jewish folks more meaningfully in Jewish life and building the kind of mutuality within the Jewish community.

For more information about Gather, Inc., go to <https://www.gatherbetter.org/>.

## Position

Gather, Inc. seeks a visionary leader to bring their talents, aspirations and initiative to lead and grow the organization. Gather, Inc. is at a pivotal moment in the organization's growth because of its recent expansion and positioning to be a national organization. This moment is an exciting time for a strong, experienced, and mission driven professional.

Gather, Inc. has an operational budget of \$2.7M and a staff of 18. Gather DC, who serve the DC/VA/MD area, work out of the Gather Townhouse, and Gather Bay Area, serving the San Francisco Bay Area, work remotely. Last year, Gather, Inc. engaged 6800 individuals in both areas.

## Role Priorities

- Set and execute the strategy and vision for the organization based on the recent strategic plan, engaging in conversations and reprioritizing as necessary. (Gather cities, Jewish education, training, etc.)
- Understand, embrace and champion the overall philosophy of relationship-based engagement and the Jewish educational vision within and beyond the Jewish community.

- Build relationships with donors and funders nationally to create a stronger sense of sustainability and co-ownership throughout the communities.
- Continue the excellence in organizational culture that exists at Gather, Inc.; keep DEIJ a central tenet for the organization (as it is right now) in its culture, policies, programming, and everyday interactions.

## Responsibilities

### Leadership and Growth

- In partnership with staff and board, understand the strategic vision for the organization and lead efforts to execute that vision.
- Be a thought leader within the Jewish community across the nation on relationship-based engagement; write articles, sit on panels, partner with communities, create trainings, etc.
- Scale and grow the engagement, Jewish education, and programming for Jewish 20s and 30s in DC/VA/MD and Bay Area.
- Make the case for Gather! Cultivate prospects, steward donors, and grow the donor/funder base.

### Staff Management, Innovation and Organizational Culture

- Supervise, evaluate and/or manage (directly or indirectly) the staff.
- Foster a culture of collaboration, communication and inclusion, across and among the staff throughout the nation.
- Mentor staff with a genuine interest in their professional growth and development.

### Finance and Operations

- Evaluate the strategic growth and operations, with an eye towards efficiency and making sure we have the operational setup to succeed.
- Work in partnership with the Senior Director of Operations to manage all HR, finance, communications, budgets, facilities and operations.

### Lay Leadership Relationships

- Partner with the Board Chair to orchestrate monthly Executive Committee and Board meetings, including preparation of agenda, reports and discussion topics.
- Work with the Board Chair and Executive Committee to ensure the Board is properly supported with information and data as needed.
- Carry out Board guidance, training, and direction; ability to demonstrate progress on key initiatives and communicate those effectively to the Board over time.
- Lean on board members for support and knowledge, experience and expertise.

## Qualifications

- Understanding of and experience in organizations that do relationship-based engagement.
- Dedicated to pluralism and the understanding of the rich diversity of Jews across a host of identities and backgrounds.
- Proven experience in creating and executing a national strategy and vision; growing/expanding a program, department or an organization.
- Experience in prospecting, networking, stewardship, solicitation and growing a donor base
- Skilled in supervision and creating a team, especially with a diverse and national staff; leads and manages from a place of empathy.
- Is able to translate a national strategy to be equally relevant and impactful at the local level.
- Is a compassionate collaborator; is able to build partnerships without ego and with an eye towards the greater goal of Gather's work.
- Has experience managing and overseeing the operations of an organization including finance, HR, and other operational areas.
- Commitment to the Jewish community, traditions, practices and understanding of the landscape.

## Please apply if:

- You are excited to get in on the ground floor of a new project and be an instrumental piece of building it as it grows.
- You enjoy change and creativity.
- You are an awesome human being.

## Compensation

The base salary for this role is between \$190-\$210K depending upon experience. The benefits are below:

### Health

- Company-sponsored medical, dental, and vision insurance (Gather pays 85% of the premium of the offered base plan and 55% of any dependent premiums).
- Company-paid short-term disability and life insurance.
- Pre-tax flexible/health spending accounts (FSA and HSA).

### Rest

- 20 discretionary days, 15 days of sick leave.

- 12 weeks of parental and family leave.
- Paid time off for all major Jewish holidays and most federal holidays.
- Winter and Summer breaks (December 25-January 1, week of July 4th).

### Other

- 401k program including a 4% employer match.
- Pre-tax commuter benefits.
- Monthly utilities reimbursement.
- One-time work-from-home stipend.
- Annual professional development stipend.

### What to Expect:

*We know that interview processes can be tough and long sometimes. When candidates apply for the position, they will get an email confirming receipt. If DRG consultants believe the candidate has the competencies and experience for the CEO role, they will receive an introductory conversation. In that conversation, the full process and timeline will be explained.*

We deeply value the diversity of insight, perspective, and experience brought by people from backgrounds typically underrepresented in Jewish organizations. This includes Black, Latinx, and Asian people, Black Jews, Jews of Color, Sephardi and Mizrahi Jews, lesbian, gay, bisexual, trans, gender non-conforming people, and people with disabilities. We also welcome applications from people of diverse religious, spiritual, and cultural backgrounds.

Frequently cited statistics show that historical biases in hiring lead to less applications from women and underrepresented groups unless they have 100% of the qualifications. Gather, Inc. is committed to removing bias in hiring; as such, we encourage you to break that statistic and apply. No one ever meets 100% of the qualifications! We look forward to your application.

This position description is based upon material provided by Gather, Inc., an equal opportunity employer.

To apply for this position, please click [HERE](#).

---

Sarah Raful Winston, Principal

Merav Schwartz, Senior Associate

Chasity Nickleson, Associate