



Stopping Stones: *Memorials for Racial Healing* Executive Director

Remote*

*(*Preference for candidates located in the Central and Eastern Standard Time zones.)*

About The Organization

RECOGNIZING HISTORY TO SHAPE THE FUTURE

Stopping Stones is committed to support actions that positively and permanently affect the lives of descendants of enslaved Americans.

Overview

Stopping Stones Memorials are a tool to promote racial healing. Inspired by more than one hundred thousand Stolpersteine installed in Europe and elsewhere to remember victims of the Nazi regime, Stopping Stones memorials are being installed in the United States to recognize that the history of slavery still lies at the root of racism today. The engraved names and occupations hand-embossed on brass plaques are placed at or near places where they were held. They are a visual presence created to honor individuals enslaved in early America whose names and lives have largely been erased.

Stopping Stones is a program of the Engagement Arts Fund. We help support local ceremonies to recruit allies and support reparations for the broader history of slavery by engaging citizens around Stopping Stones memorials, and bringing attention to the history and impact of slavery in local communities, in both the past and present.

"Together, we can work to repair the effects of American slavery. We can move our nation toward racial equity and equal opportunity."

For more information, please visit the [Stopping Stones](#) website. We proudly believe in collaboration, access to experiential education and the power of narrative; come learn about us!

The Opportunity

Stopping Stones seeks a visionary, achievement-focused entrepreneur as its inaugural Executive Director to build multi-racial and multi-cultural relationships across the country and develop resources to support communities with action to repair the echoes of slavery.

The Executive Director will scale Stopping Stones into a broadly recognized contributor in the racial repair and reparations movement. Working with the Board of Directors and in close collaboration with the Founder, the Executive Director will develop the long-term strategic plan building upon the proven operational model and successful pilot installation of 38 stones across 6 states and more than 100 pending locations. The Executive Director will lead the effort to engage and support multiple national prime sponsors and their local affiliates, and use other methods to advance its impact and mission.

Reporting directly to the Board of Directors of its 501 (c) (3) sponsor, Engagement Arts Fund, the Executive Director will be responsible for the day-to-day administrative and operational direction and management of the organization. This person will recruit, develop, and lead a high performing team to implement the operational, fiscal, fundraising, marketing, research, and programmatic strategies of the organization. This forward-thinking leader will continue to design and implement an inspired vision that ensures Stopping Stones reflects the organization's history, mission, and future ambitions – to develop innovative experiences, exhibits, progressive programming, and educational activities that reflect and further promulgate the corrosive legacy of American slavery and advocacy for repair and reparations for the descendants of those enslaved in early-America.

This prominent role is a unique opportunity for a dynamic individual – one driven by a commitment to inspire future generations of changemakers and the desire for greater progress – to advance the mission and goals of the organization and communicate the stories of enslaved individuals to be told broadly and with deep integrity and recognition. This work requires leadership, initiative, and an entrepreneurial spirit, while engaging and collaborating with Stopping Stones' board members and other stakeholders.

Responsibilities

Strategic Vision and Leadership

- Lead the development and implementation of short and long-range strategic plans capable of effectuating the intended vision, achieving the mission consistently, and increasing the broad use, awareness, and the prominence of Stopping Stones.
- Direct and manage all Stopping Stones functions, including program development, impact measurement, marketing and communications, fundraising, finance, and budgeting, and the hiring and management of Stopping Stones staff, partners, and key constituents.
- In cooperation with the Stopping Stone's Board of Directors and outside consultants, devise and implement compelling, comprehensive, and successful brand marketing strategies that will create consistency of voice and messaging, drive understanding and awareness, and ultimately ensure robust engagement onsite and at Stopping Stones locations.
- Cultivate a strong, collaborative, and transparent working relationship with the organization's Board that ensures open communication and alignment around the organizational goals.
- Actively engage and inspire Stopping Stones partners, volunteers, board members, staff, and funders.

Organizational Excellence and Business Acumen

- Provide oversight for the effective and sound management of the organization's operational infrastructure including developing and optimizing policies, practices, and

systems, ensuring the organization operates within budget guidelines, and making sure contractual obligations are fulfilled.

- Lead the recruitment and management of a full-time staff, as well as part-time staff, consultants, and volunteers as needed; provide inspirational leadership and direction to staff while ensuring the development and management of an effective organization.

Relationship Building & Resource Development

- Act as the key spokesperson and chief advocate for the organization; play an enthusiastic and influential role in galvanizing support and generating excitement that advances Stopping Stones' values; proactively seek out opportunities to increase the organization's influence and reputation locally, nationally, and beyond.
- Mobilize commitment to mission through the practice of embracing and willingly navigating conflict; seeing conflict as an opportunity to connect, unite, and ignite.
- Build bridges and cultivate innovative partnerships amongst a broad range of stakeholders including peer institutions, government agencies, foundations, corporate leaders, and trusted historical, religious, educational associations, civil rights and human rights organizations and others that have local affiliates.
- Working with the Board of Directors, devise and implement a multi-pronged fundraising and cultivation strategy to build and sustain Stopping Stones' operations and effectuate programmatic strategy and goals, e.g., forming and maintaining relationships with stakeholders and benefactors, grant-writing, outreach to foundations, corporations, individuals, and grassroots donors that expands solicitation activities, engages donors and diversifies funding streams.

Innovation and Engagement

- Support and encourage a curatorial vision that yields creative, thought-provoking Stopping Stones' sites, engagement, and educational programming; encourage ongoing technological, programmatic, and marketing innovations that enhance the organization's public image and expands Stopping Stones use and visibility for broad impact well into the future.
- Encourage a variety of opinions and viewpoints that result in innovative and creative initiatives that spark new and existing viewers' curiosity and create meaningful personal experiences with the Stopping Stones' meanings, sites and sponsors' program offerings that support community action and change with measurable results.

Qualifications

The ideal candidate will possess most, if not all, of the following professional and personal qualities, skills, and characteristics gained through lived, and/or professional, volunteer, and coursework experience:

- Broad, relevant employment experience in the non-profit sector
- A commitment and personal connection to the mission of Stopping Stones

- A “big-picture thinker” with proven success moving from conceptualization, managing multiple iterations of a concept, to goal-oriented implementation and clear execution; ability to lead the setting of the organizational vision and to develop and promote the strategies needed to advance the work to realize that vision
- A seasoned manager, with 7+ years of experience in supervising, leading a larger team as well as mobilizing teams towards goal accomplishment
- A track record of strong change-oriented non-profit leadership, vision, and strategic direction; experience developing and implementing formalized strategic plans in alignment with the organizational vision and goals; superb resource management skills
- Politically astute leadership with proven organizational and administrative experience with: budgeting, staffing, meeting deadlines and other deliverables; the ability to set clear priorities, delegate, and guide investment in people and systems; systems-oriented with keen analytic, organization and creative problem-solving skills, which support and enable sound decision-making
- Demonstrated success and appreciation for fundraising and audience development; track record of experience working cooperatively, diplomatically, and effectively with donors, donor prospects, and in community relations and outreach capacities across diverse populations
- Superior communication skills, including writing, public speaking, and executive presentations
- Nimble and entrepreneurial thinking with an ability to be proactive and creative in overcoming obstacles and resource constraints and to lead through change and growth in an evolving landscape
- Empathic leadership with high emotional intelligence who values trust, ethics, integrity, and transparency; a leader with the ability to foster and build communities of care that yield a deeper sense of well-being that enhances performance and engagement
- Demonstrated experience in and knowledge of standards and best practices for social change projects, non-profit organizations with a history of involvement in relevant professional organizations preferred

Compensation & Benefits

The Executive Director position offers a competitive salary range of \$125,000–\$165,000 and a comprehensive benefits package.

Commitment to Equity and Equal Opportunity Employment

We strongly encourage applicants who identify as BIPOC and/or who have been directly impacted by the criminal justice system to apply. Stopping Stones will consider for employment qualified applicants with criminal histories, including arrests and convictions. Stopping Stones is committed to providing equal employment opportunities and workplace conditions and opportunities for all persons regardless of race, creed, color, national origin,

ethnicity, gender, religion, sexual orientation, age, or any other characteristic protected by federal, state or local law.

DRG Talent

DRG is a talent consulting group. We serve nonprofit organizations that care for, inspire, and enrich the lives of people all over the world. Our team of talent advisors shares a commitment to the values that matter to our clients, bringing more than 30 years of experience to serving the nonprofit community.

Our mission is to support nonprofits in bringing together the right leadership, talent, culture, and structure—so people and organizations can thrive.

This position description is based upon material provided by Stopping Stones/Engagement Arts Fund.

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

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