

Career Opportunity Executive Director Southern Arizona Senior Pride



Southern Arizona Senior Pride celebrates, supports, and unites LGBTQI+ older adults. Founded in 2004 as a program of the Wingspan LGBT Community Center, the group continued as Southern Arizona Senior Pride when Wingspan closed in 2014. Through the dedicated work of a corps of community volunteers, Senior Pride has since thrived to provide a safe, welcoming, and supportive community and an array of services to LGBTQI+ older adults.

In January 2022, Senior Pride was established as an independent nonprofit with 501(c)(3) status, and the leading organization in Arizona serving the older LGBTQI+ community. The organization recognizes and responds to the unique concerns of LGBTQI+ older adults who are 55+ and their younger allies by:

- Delivering social and support programming sponsored by Senior Pride in three areas: Social & Learning, Health & Wellbeing, and Arts & Culture;
- Vetting and sharing LGBTQI+ welcoming information and services offered by other organizations in the community; and
- Increasing awareness of LGBTQI+ and aging issues.

To learn more about Southern Arizona Senior Pride, visit www.soazseniorpride.org.

Position Overview:

The Executive Director leads Southern Arizona Senior Pride by providing leadership and direction to further its development and maximize its potential to serve the LGBTQI+ community. The Executive Director is dedicated to the mission of Senior Pride, is knowledgeable about issues and concerns of older adults and the LGBTQI+ community, and is committed to representing constituents with pride, compassion, and positivity. The Executive Director is responsible for the oversight of Finance, Fundraising, Human Resources and Administration. The Executive Director is a full-time, exempt position, reporting to the Board of Directors, and is based in Tucson, Arizona.

Key Responsibilities:

1. Vision and Strategic Direction:

- Work collaboratively and creatively alongside the Board and stakeholders to develop, articulate, implement, and evaluate a strategic vision to fulfill the mission.
- Identify needs in the community and develop programs to address them.
- Build upon the existing strong foundation to solidify infrastructure and guide Senior Pride through organizational development.

2. Internal Leadership & Organizational Development:

- Foster a healthy organizational culture by inspiring, supervising, developing, and supporting staff and volunteers.
- Provide leadership and direction to ensure the effective operation and delivery of Senior Pride's activities within the community.
- Support Senior Pride's mission and principles, including equity, diversity, inclusion, and access.
- Ensure programs, services and activities that support reducing isolation and facilitating connection for older LGBTQI+ people.
- Ensure the establishment of and adherence to policies and procedures.
- Develop and enhance organizational infrastructure to support current operations and future growth.
- Further develop and sustain a creative, kind, fair and accountable work culture for staff and volunteers.

3. Board Relationships:

- Work with the Board as a partner and collaborator.
- Lead Senior Pride in a manner that supports and guides its mission as defined by the Board.
- Communicate effectively with the Board and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.

4. External Leadership and Community Representation:

- Be a visible, articulate, outgoing and respected community leader, agency representative and spokesperson for Senior Pride, ensuring an environment that facilitates positive experiences for the LGBTQI+ community.
- Effectively and passionately communicate Senior Pride's mission and values.
- Develop and retain strong community awareness, collaborative relationships, and alliances with other elder and LGBTQI+ serving organizations, and funders.
- Develop and implement marketing and outreach plans that are broad and encompassing of diverse communities.

5. Fiscal Management, Organizational Fundraising and Donor Relations:

- Provide oversight to annual budgeting and long-term financial planning.
- Ensure the annual budget is funded and that Senior Pride has adequate cash flow.
- Serve as the major gift fundraiser and work closely with the Board and Development staff to implement tactical fundraising.
- Cultivate major individual, foundation, and corporate donors.

Qualifications and Core Competencies:

- Progressively responsible leadership experience with a minimum 4 years in an executive/supervisory capacity
- Demonstrated ability to organize, direct, plan and coordinate operations
- Knowledge of the unique needs of both elders and the LGBTQI+ community
- Thorough knowledge of fiscal management, including budgeting
- Knowledgeable regarding developing resourcing, and managing community-based programming
- Demonstrated leadership skills including negotiation, problem solving, decision making and delegation
- Demonstrated success in fundraising
- Proven experience and demonstrated ability to partner with a strong and active Board of Directors and other key leaders
- Demonstrated ability to build and successfully manage a large network of passionate volunteers
- Knowledge of strategic planning, resource allocation, and coordination of people and resources

Compensation and Benefits: Salary range of \$65,000 - \$75,000, DOE; Stipend provided to offset costs of individually-purchased medical and other benefits with potential for employer-sponsored benefits; employer-paid sick leave, vacation, and holidays.

Application Process: Send resume and cover letter to info@soazseniorpride.org, or mail to **Southern Arizona Senior Pride, 1632 N. Country Club Road, Tucson, AZ 85716.**