



Position Profile

Executive Director

Arise Citizens' Policy Project and Alabama Arise

Montgomery, AL

Arise Citizens' Policy Project and **Alabama Arise** seek an Executive Director to advance the policy and organizing agendas of these Montgomery, Alabama-based grassroots organizations. They have a rich history and a reputation for credible analysis backed by a statewide network of member congregations, organizations and individuals. Kimble Forrister, the longtime Executive Director, has announced he is stepping down in mid-2018. Candidates should have a strong commitment to social justice and a deep understanding of poverty in the South.

The Organizations

Arise Citizens' Policy Project (ACPP) is a 501(c)(3) organization founded in 1994. The organization

- Uses policy analysis and organizing to build support for state policies to improve the lives of low-income Alabamians.
- Promotes state-level policy change through legislative and administrative action.
- Deploys policy analysis and equips members for advocacy.
- Has deep subject matter expertise in health care, state tax and budget issues, and predatory lending.



Alabama Arise, founded in 1988, is a 501(c)(4) organization. It has the same goal of advocacy on poverty issues and has an overlapping staff and board. It also:

- Is funded primarily by contributions of its 150-member congregations and organizations,
- Supports a legislative coordinator and an annual "member lobbying day."
- Can engage in electoral activities, but historically has not.

ACPP and Alabama Arise are member-driven organizations with a combined 150 organizational members and 1,350 individual members. Many of the member congregations and groups are on the front lines of poverty work in their communities, providing a natural and authentic constituency base for advocacy.

Members select a seven-issue policy advocacy agenda during the annual membership meeting. The board vets all proposed issues to ensure that they are poverty-related. Tax

reform and adequate budgets (including health care funding) are always two of the seven issues.



ACPP is one of the original organizational members of the State Priorities Partnership, a national network that provides financial, policy and technical support, coordinated by the Center on Budget and Policy Priorities. It is also an original member of Southern Health Partners, convened by Community Catalyst, and the Equal Voice network supported by the Marguerite Casey Foundation.

Organizational Structure and Budget

ACPP and Arise have a combined budget of about \$825,000. Most of the funds come from foundation grants. Support from membership dues has been growing in recent years and accounted for \$250,000 in 2017.

The organizations have a total of 12 staff positions, 3 of which are part-time. Staff positions include 3 policy analysts, 3 organizers, a communications director, a development director, and part time workers in administrative support, lobbying and bookkeeping. Several staff members have served in their roles for 10 or more years.

The Executive Director reports to both the ACPP and Alabama Arise boards. The boards are primarily comprised of representatives from organizational member groups. At least half of the members of the boards must either be low-income members or be affiliated with a group that works closely with low-income people. The boards also include 9 at-large members.

For additional information please visit [ACPP's website](#).

The Position

Working with the boards and membership, the Executive Director helps operationalize the organizational policy agenda; inspires the staff, board and members; and ensures organizational financial sustainability.

Leadership and Strategic Direction

- Maintain and build strong external relationships and partnerships, communication strategies and alliances with grassroots members and power brokers at the state and national levels.
- Continue to enhance and build the capacity of the boards.
- Engage the organization in a strategic discussion of the highest and best use of the 501(c)(4).
- Ensure that the policy analysis continues to be high quality and is effectively communicated to different audiences.
- Evaluate whether the current organizing model is appropriate to the size of the state and the number of organizers.
- Develop relationships and build partnership opportunities with other progressive organizations in Alabama.

Membership

- Capitalize on the growing progressive movement in Alabama to support continued membership growth at the organizational and individual levels, with a goal of 2,018 members in 2018.
- Evaluate and implement, as appropriate, new strategies and tactics for deepening member engagement in advancing the organizations' policy agenda.

Manage Organization

- Using a collaborative management style, provide support and direction to staff.
- Build capacity and proactively plan for transitions of long tenured staff.
- Develop a fundraising plan that maintains relationships with existing funders and attracts funding from new sources.
- Evaluate the current staffing structure and organizational infrastructure to determine if new systems can enhance organizational impact and efficiency.
- Insure that both organizations continue to produce high quality products that are widely respected.



Experience and Attributes

The ideal candidate for this position will be an authentic leader with a deep commitment to social justice, a strong policy background, and a track record of raising money from private foundations. Candidate skills and subject matter knowledge should include:

- Track record of working to alleviate poverty and for racial justice through policy or organizing.
- Strong fundraiser with a proven track record in raising funds from private foundations required. Familiarity with foundations who fund policy advocacy and social justice work preferred.
- Highly skilled and diplomatic consensus builder with excellent listening and interpersonal skills.
- Ability to advance a change agenda while honoring and respecting the organizations' histories and roots.
- The ability and patience to advance incremental change at the policy and legislative levels with broader long-term goals in sight.
- Excellent written and oral communications skills.
- 7 years or more of managing staff in a democratic work place that enhances performance and values input from a talented group of staff.
- Appreciation for and understanding of diversity, including the value of faith-based organizations that comprise the majority of Arise's membership.
- Track record of working with and leading diverse efforts across race, class, political affiliation and faith preferred.
- Preferred experience in grassroots fundraising and seeking individual donations from major donors.
- Experience leading a grassroots initiative preferred.
- Existing relationships with key organizations and stakeholders in Alabama and nationally preferred.

- Location in Montgomery, Alabama, strongly preferred.

Application Process



Arise Citizens' Policy Project is an equal opportunity employer. Women and people of color are encouraged to apply. To apply, e-mail your resume and a cover letter that explains how your skills align with the skills and experience described in this position profile. Salary requirements must also be included.

Email applications are required and should be submitted to: **Arise@raffa.com**. For other inquiries, contact Ginna Goodenow at ggoodenow@raffa.com. Resume reviews begin immediately.

About Raffa

Founded in 1984, Raffa is a woman-owned consulting and professional services firm whose mission is to be a catalyst for positive, systemic change. Dedicated to strengthening and supporting the nonprofit sector, the Firm and its affiliates employ nearly 300 full-time employees who deliver an array of business consulting, search, and managed infrastructure services to clients. Raffa's client centric approach helps each client meet its potential and ensures each client's success is sustained and maintained. Learn more about Raffa at www.raffa.com.