



## **Job Description: Executive Director**

### **About Exodus World Service**

Founded in 1988, Exodus World Service mobilizes the Christian community to welcome, serve, and befriend refugees. Through education, church partnerships, volunteer engagement, and practical support, Exodus equips individuals and congregations to build meaningful relationships with refugees across Chicagoland and beyond while empowering them to become champions for refugees.

For nearly four decades, Exodus has developed trusted partnerships and proven ministry models that support refugees while inspiring thousands of Christians to engage compassionately and practically with God's call to welcome the stranger.

Today, Exodus stands at a significant moment of opportunity and growth. In addition to its long-standing local ministry initiatives, the organization is expanding global partnerships, strengthening advocacy efforts, and developing new community-centered programs to meet evolving refugee needs in the United States and internationally.

Exodus operates with a \$1.9 million annual budget and a team of 19 employees. The organization partners with more than 250 churches, 20+ community agencies, and 13 universities, engaging thousands of volunteers and educating more than 15,000 individuals about refugees annually.

### **The Opportunity**

Exodus seeks a mission-driven, strategic, and relational Executive Director to lead the organization into its next season of impact.

This is an exceptional opportunity for a mature Christian leader who is passionate about mobilizing the Church to serve refugees through meaningful, relational engagement. The Executive Director will build upon Exodus' strong foundation while guiding the organization through continued growth, increased operational complexity, and expanding ministry opportunities in a rapidly changing refugee landscape.

The Executive Director will report directly to the Board of Directors and provide vision, leadership, and organizational oversight across strategy, culture, fundraising, communications, operations, external partnerships, and staff development. This leader will champion Exodus' mission and values while helping the organization scale thoughtfully and deepen its local and global influence.

The ideal candidate combines strong executive leadership experience with humility, emotional intelligence, entrepreneurial initiative, and demonstrated fundraising success. They will be energized by

leading teams, cultivating relationships, navigating change, and advancing a Christ-centered mission with excellence and compassion.

## **Key Responsibilities**

### **Strategic and Organizational Leadership**

- Champion and advance Exodus World Service's Christian mission, vision, and values.
- Lead organizational strategy and implementation in alignment with long-term growth goals and evolving refugee needs.
- Guide the organization through change and crisis management with clarity, adaptability, and sound decision-making.
- Ensure organizational effectiveness and impact through clear priorities, measurable metrics, and strong accountability systems.
- Foster a healthy, collaborative, mission-driven organizational culture rooted in humility, excellence, and care.

### **Executive Leadership and Team Development**

- Lead, coach, and support the Leadership Team and other direct reports, emphasizing leadership development and organizational alignment.
- Oversee organizational structure and staffing strategy to support future growth and sustainability.
- Promote a work environment that values collaboration, professionalism, accountability, and employee well-being.
- Ensure strong communication and alignment across teams and departments.

### **Board Engagement and Governance**

- Serve as the primary liaison to the Board of Directors, maintaining strong communication and partnership.
- Attend and participate in all Board meetings, providing strategic insight, organizational updates, and recommendations.
- Present regular organizational reports and annual budget to the Board.
- Support Board development, recruitment, and onboarding efforts.

## **Fundraising and External Engagement**

- Lead fundraising strategy and cultivate relationships with major donors, foundations, churches, and strategic partners.
- Ensure annual revenue goals are met or exceeded through diversified funding streams.
- Strengthen and expand partnerships locally, nationally, and internationally.
- Serve as the primary spokesperson and ambassador for Exodus in public settings.

## **Financial and Operational Stewardship**

- Oversee sound financial stewardship in collaboration with organizational leadership and the Board.
- Lead annual budgeting processes and review organizational financial performance regularly.
- Ensure compliance with all applicable federal, state, and nonprofit regulations.
- Oversee operational effectiveness across Exodus locations, programs, and administrative functions.
- Evaluate and implement emerging technologies, including AI-enabled tools where appropriate, to enhance organizational effectiveness, operational efficiency, and mission impact.

## **Qualifications and Characteristics**

The ideal candidate will demonstrate:

- A deep Christian faith and personal commitment to Exodus' mission and values.
- At least 10 years of senior leadership experience in a nonprofit, ministry, humanitarian, or mission-based organization.
- Success leading organizational growth, change, and strategic planning initiatives.
- Proven fundraising leadership, including cultivating major donors and foundation relationships.
- Experience working effectively with nonprofit boards and governance structures.
- Strong leadership presence marked by humility, emotional intelligence, and servant leadership.
- Excellent interpersonal, written, and verbal communication skills.
- Experience leading, coaching, and developing high-performing teams.
- Strong organizational and operational leadership capabilities, including managing multiple priorities in dynamic environments.
- Ability to build alignment and collaboration across diverse teams and stakeholders.
- Cross-cultural awareness and ability to engage effectively with people from diverse backgrounds.
- Familiarity with refugee issues and the broader local, national, and global refugee landscape preferred.



## Education and Experience

Bachelor's degree required; advanced degree preferred. Relevant fields may include nonprofit leadership, business, international studies, or related disciplines.

## Compensation and Benefits

Annual base salary: \$105,000 - \$125,000, commensurate with experience and qualifications

Benefits include:

- Annual discretionary bonus opportunity
- Health, dental, and vision insurance
- Retirement benefits
- Paid time off
- Flexible work arrangements, as appropriate

## Location and Travel

This position is based in the Exodus office in Park Ridge, Illinois, with regular travel throughout the Chicagoland area. Occasional evening and weekend responsibilities are required, along with periodic national and international travel opportunities.

A valid driver's license and reliable transportation are required.

## How to Apply

Please submit the following materials to [executive-search@exodusworldservice.org](mailto:executive-search@exodusworldservice.org):

- Cover letter describing your interest in the position and alignment with Exodus' mission
- Resume or CV

Applications will be reviewed on a rolling basis until the position is filled.