

KOYA

LEADERSHIP
PARTNERS

ACLU OF MICHIGAN
Executive Director

Executive Director
ACLU of Michigan
Detroit, Michigan

ABOUT ACLU OF MICHIGAN

With ~40,000 members, staff of 40 and budget of \$5.4M, the ACLU of Michigan (ACLU-MI) is a dynamic, nonprofit, non-partisan advocacy organization that engages in litigation, lobbying, public education and multi-platform communications and field organizing to protect and promote civil liberties/civil rights throughout Michigan. The ACLU-MI is headquartered in Detroit with staffed offices in Grand Rapids and Lansing.

The ACLU-MI is one of 53 affiliates of the national ACLU, an organization that has served as the preeminent defender of civil liberties/civil rights in this country since 1920. In addition to partnering with staff members from our National offices and other affiliates on specific issues and projects, the ACLU-MI frequently joins forces with other organizations to maximize its impact in Michigan and beyond.

The ACLU's reputation is built on nearly a century of effective advocacy at every level of the justice system. While the organization undertakes exceptional work out of its headquarters, the ACLU's greatest strength is its network of state affiliates, and the more than 1,100 staff who work out of the state offices. The state affiliates and their staff constitute an unparalleled bulwark in the defending and advancing civil liberties and civil rights. While each of the state affiliates enjoys significant autonomy in determining programs and priorities appropriate to each state, the organization has increasingly operated as one nationwide organization rather than a federation of loosely-affiliated organizations. The ACLU-MI is one of the 10 largest ACLU affiliates in the nation.

The ACLU-MI comprises two separate corporate entities, the ACLU of Michigan and the ACLU Fund of Michigan, in order to do a broad range of work to protect civil liberties. Both entities share the same overall mission, office space and employees. This job posting refers collectively to the two organizations under the same name, the ACLU of Michigan.

For more information on ACLU-MI, please visit www.aclumich.org.

THE OPPORTUNITY

ACLU-MI seeks an experienced, strategic and visionary Executive Director to lead the organization's statewide advocacy agenda during this important moment when civil liberties and civil rights are front and center across the nation and in Michigan.

The Executive Director will possess strong organizational acumen, fundraising and interpersonal skills, outstanding judgment and be a critical thinker. The Executive Director is able to lead the work and assimilate and balance many different interests of various constituent groups and individuals. The Executive Director will champion the organization's mission and values and lead the development of strategies on the organization's

Executive Director
ACLU of Michigan
Detroit, Michigan

core priority areas, ensuring that the national office and affiliates together achieve shared performance outcomes.

Reporting to the Board of Directors, the Executive Director is adept at balancing internal management with external impact and visibility. The individual must be an outstanding communicator who is able to develop and maintain relationships that ensure financial health and stability, build important partnerships that maximize the organization's influence and effectively convey the mission and activities of the ACLU to a variety of constituencies and broader public. The position requires a collaborative and driven leader with a broad range of knowledge and significant commitment to the furtherance of civil liberties/civil rights.

CANDIDATE PROFILE

The Executive Director provides the leadership, vision and strategic planning necessary to address civil liberties/civil rights issues in Michigan as they emerge and to advance these liberties and rights in the decades to come. The Executive Director should possess a proven track-record as a leader in diverse nonprofit organizations, with deep knowledge of how they function.

Additional key elements of the role include:

Leadership and Vision

- Build on past successes by inspiring the creation and implementation of new strategies that advance civil liberties/civil rights in the context of a challenging state and national political climate.
- Assume the lead role in reaching out to like-minded peer organizations and organizational and leaders to develop strategic partnerships that advance ACLU's core mission.
- Serve as an articulate marketer, fundraiser, communicator and spokesperson for the ACLU's mission and programs.
- Grow and expand the ACLU's reputation and influence, provide clear vision and direction to guide programs.
- Develop, collaborate and maintain relationships with senior staff at the National ACLU and affiliates.
- Work closely with the Board and staff to develop and periodically update the organization's priorities, strategies and policies, and to design and implement campaigns that support the successful achievement of strategic goals.
- Continue and build on the use of integrated advocacy by which civil liberties/civil rights issues are addressed in a cross-disciplinary approach that embraces litigation, lobbying and public education.
- Exhibit courage and clarity when addressing highly controversial and complex issues and lead the Board through thoughtful consideration of conflicting positions on those issues.

Executive Director
ACLU of Michigan
Detroit, Michigan

- Guard the organization's integrity, credibility and non-partisanship by emphasizing these qualities in all aspects of the ACLU-MI's work.

Fund Development

- Lead the staff and the Board in furthering a robust fundraising program that ensures the financial viability of the ACLU-MI, building and leveraging past successes that will continue important relationships.
- Play an active role in recruiting and maintaining diversified donors to include foundations, individuals and other giving entities.
- Initiate funding opportunities with individual donors and foundations that ensure a constant new stream of financial support that builds long-term stability.
- Anticipate funding needs and engage program staff as needed to ensure that staff have the resources they need to be successful and to maintain continuity of important initiatives.
- Inspire, cultivate, steward and solicit a dedicated group of major donors to the organization.

Organizational Management

- Implement best practices for effective organizational management, including practices that assess the effectiveness of projects undertaken by the ACLU-MI, as developed and tested by other ACLU affiliates and similar advocacy organizations.
- Oversee fiscal planning, budgetary planning and oversight and human resources.
- Ensure that revenue streams are diverse and replenished.
- Champion and value diversity, equity and inclusion on the Board of Directors and staff as the organization increasingly strives to reflect the communities it serves.
- Ensure that the Board is kept fully informed on the condition of the organization and that Board meetings and Board committees operate effectively and efficiently.

Staff Leadership

- Motivate and maintain a cohesive staff, ensuring that there is strong internal communication, coordination and accountability.
- Supervise, lead, inspire and mentor the staff to meet its priorities, strategic initiatives and fulfill the organization's mission.
- Foster an environment of continuous improvement, learning and effectiveness on all levels such that the ACLU-MI is recognized as a leading organization in all respects.

Executive Director
ACLU of Michigan
Detroit, Michigan

- Establish a culture that motivates the staff to come to work each day to provide the best service, growth opportunities and value for the ACLU-MI members.
- Foster a supportive team-oriented environment where independent thinking is encouraged and staff are held accountable to specific metrics and goals.
- Recruit, train and lead a diverse staff that serves civil liberties/civil rights with enthusiasm and deep understanding of the mission of the ACLU-MI.
- Work with staff members to establish goals for their respective departments and encourage and motivate the staff to focus on the organization's mission.
- Support team work and ensure that the staff has the resources needed to accomplish their goals.
- Create an open, transparent inclusive culture that invites conversation, enables staff to bring their true selves to work and ensures personal growth and development.

Public Representation

- Represent the priorities of the ACLU-MI as the lead official representative of the organization to the press and public, articulating the organization's positions and communicating its mission to increase the organization's visibility and public's understanding of the work.
- Formulate and articulate to the membership, Board, staff and the media a clear and accessible understanding of the ACLU-MI's strategies, goals and positions on issues.
- Maintain and encourage relationships with legal and social science scholars, educators, activists, civil liberties/civil rights and social change advocates so that the Board and staff have the expertise and knowledge they need to confront a wide range of policies and challenges.
- Maintain and encourage relationships with members of the press and the social media community.
- Lead a communications strategy that values a diverse set of voices to represent the organization's positions on its work.

Board Partnership and Communication

- Partner with the Chair of the Board to plan for Board meetings and updates, providing ongoing reporting on overall organizational performance and initiatives
- Collaborate with key Board committees on a range of strategic initiatives, including identifying and orienting new Board members, fundraising and supporting governance activities.
- Inform staff of Board policies and decisions and ensure that they are implemented in a timely and consistent manner

Executive Director
ACLU of Michigan
Detroit, Michigan

Qualifications:

- Commitment to the mission and principles of the ACLU.
- Ten years of professional experience and a bachelor's degree are minimum requirements. An advanced degree and prior nonprofit experience is preferred.
- Proven fundraising and financial management experience with a solid track-record of success.
- Proven managerial, problem-solving, strategic thinking and human resource experience in the private, not-for-profit, or public sectors.
- Credibility and experience to connect the ACLU to resources and opportunities outside the organization.
- Proven and successful track record in creating and implementing programs; experience creating partnerships and collaborations.
- A history of communicating effectively in writing and verbally, including excellent public speaking skills for both formal and extemporaneous presentations; ability to represent the ACLU to a broad public.
- A record of success working in partnership with a Board and staff of diverse personalities and talents.
- Strong work ethic and the ability to interact effectively with volunteers from divergent geographical and socioeconomic backgrounds.
- Ability to work both independently and as a member of a team, and to have excellent problem solving and decision-making skills.
- Ability to work in a high-pressure environment and to multi-task.
- Creative, result-oriented, self-starting, willing to learn and able to manage an aggressive schedule, working beyond 9am-5pm as needed.

Personal Characteristics

- Personally committed to advancing the ACLU's values, mission, goals and programs, with an understanding of the range of civil liberties issues and their implications.
- A dedicated leader and representative who can translate vision into action; someone who is passionate about networking and representing the organization to critical constituencies including ACLU members, the public, government and the media.
- A person who is intelligent and inspiring, able to conceptualize, express ideas and anticipate and act on events which may create opportunities for the ACLU.
- An entrepreneur who is creative, strategic, resourceful and politically astute; someone who understands the value of creating partnerships with other organizations as a way of accomplishing the ACLU's goals.
- An energetic person who can handle and prioritize multiple activities and responsibilities; a self-starter and finisher.

Executive Director
ACLU of Michigan
Detroit, Michigan

- A team player who inspires collaboration and functions decisively; flexible and well organized.
- Outgoing and straightforward; one who shares information easily, listens as well as gives advice and respects and enhances the abilities of others.
- Emotionally mature and self-confident, with a sense of humor in order to maintain balance and perspective.

CONTACT

Trisha Sutrisno of Koya Leadership Partners has been exclusively retained for this search. To express your interest in this role, please submit a compelling cover letter and resume [here](#). All inquiries and discussions will be considered strictly confidential.

The ACLU of Michigan is an equal opportunity employer. We value a diverse workforce and an inclusive culture. The ACLU encourages applications from all qualified individuals without regard to race, color, religion, sexual orientation, gender identity or express, age, national origin, marital status, disability, veteran status and record of arrest or conviction.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit www.koyapartners.com.