



**AMAZING  
PARISH**

## Managing Director

Greenwood Village, CO | Full-time | On-site

### Who We Are

What's the most important organization in the world? If you're reading this, there's a good chance you would say that it's the Church. That's what we believe too. We believe courageous pastors and parish leaders have one of the most important jobs in the world. Amazing Parish exists to train them up as leaders so that they can transform their parishes, creating vibrant communities that are bringing souls to Christ.

### What You'll Love

The Managing Director is ultimately responsible for championing, stewarding, and ensuring the success of the Amazing Parish movement. Reporting to the Board of Trustees, the individual is a seasoned leader that is full of missionary zeal, an expert practitioner of organizational health and a strong operational executive.

- **Strategy Development:** the MD is responsible for translating the mission of the organization into a compelling vision and strategy. The individual collaborates with the Board, putting in place and implementing a long term strategic plan that ensures the sustainability and success of the ministry.
- **Mission Advancement:** the MD is the primary champion of the Amazing Parish movement. The individual is a faithful, heroic, and practicing Catholic that demonstrates bold courage through his or her active leadership in the ministry and local parish. They act as the primary ambassador of the movement, actively spearheading both fundraising and Church relations.
- **Financial Oversight:** the MD is the primary fiduciary of the organization. The leader oversees responsible spending, ensures proper controls and ensures the ongoing viability of the movement.
- **Operational Management:** the MD continually improves the quality of service, consistency with which it is delivered, the efficiency and the effectiveness of the organization. The leader sets others up to succeed, holds them accountable and ties the organization together into a holistic system that drives results.

### What You'll Do

As our work moves from startup to organizational maturity, we need a leader who is passionate about building a sustainable movement, consistently delivering on operational excellence and accelerating the growth of our mission. Primary duties will include but are not limited to:

#### Organization Development and Leadership

- Deepen a healthy and thriving culture. Cultivate a personal connection to staff and inspire them in their daily work, setting the tone for a culture that reflects the organization's values and priorities. Develop a Leadership Team who is cohesive, aligned and empowered to make decisions.
- Design and develop measurement standards that align individual performance to team objectives and reinforce clarity regarding responsibilities. Implement key processes and systems that drive quality and predictability and collaborate with key leaders to design KPIs that provide insight into how the organization is performing.
- Work to retain, recruit and develop a team who are skilled and devoted to the mission. Cultivate a culture of openness and fairness that supports staff and encourages teamwork.
- Cultivate partnerships with church and diocesan leaders to expand mission reach and identify heroic pastors.

#### Philanthropic Advancement

- Serve as the primary champion and steward of the movement. Forge trusted partnerships with key stakeholder groups aligned with the mission.
- Work with the Leadership Team and the Board to fulfill the mission and develop a clear vision, strategy and strategic plan. Translate this strategic plan into short term and long term goals. Drive plans and goals into action.
- Build and develop a cohesive and high performing Board that stewards the mission of the ministry. Collaborate with the Board by providing timely and accurate information and foster robust and

direct conversation. Work with the Board to set meeting agendas and ensure proper governance and helpful strategic direction.

- Act as the primary fundraiser of the organization. Build strong constituent relations and partner with the Director of Philanthropy to make major asks. Help assess and grow current and future donor opportunities.

#### Financial Performance and Viability

- Steward the financial resources of the organization. Balance investment in growth and support for the mission with the realities of our fundraising.
- Drive the strategic planning and budgeting process for the organization. Collaborate with the Leadership Team and Board to assemble a thoughtful, realistic and prudent budget. Continually monitor performance against budget and adjust plans, in real time, as necessary. Ensure long term financial stability, maintaining the organization in a positive financial position.
- Ensure that proper financial controls are in place.
- Establish long term financial sustainability by building on current donor models while developing and securing new and ongoing revenue streams.

#### Oversee Core Business

- Direct and support the staff in enhancing and improving parish offerings and relationships.
- Assist the team with preparation of content and present at AP events and offerings including quarterly webinars, summits and new pastor workshops. Plan and deliver new pastor presentations and training sessions.
- Build authentic relationships with pastors to understand current needs and struggles in parish life. Build a Pastor Advisory Board to provide guidance and insight on strategic direction and decisions. Collaborate with the Pastor Advisory Board to improve and expand parish offerings.

#### What You'll Need

The successful Managing Director possesses a strong entrepreneurial drive, outstanding communication skills, strong leadership qualities, and good planning and organizational skills. The individual casts vision, motivates the team, streamlines organizational operations and effectively leads our fundraising efforts. The leader is experienced in hiring and managing staff and developing and maintaining positive relations with external constituents, including major donors and church leaders. Above all, the MD should be highly effective in a leadership role that requires clear communication skills and decisiveness.

#### Compensation

- Salary is commensurate with experience with a target range of \$120,000 - \$135,000.
- Full benefit package including health, dental, vision, IRA retirement plan, life insurance, sick leave, maternity/paternity leave, paid vacation and holidays.