

**Interfaith Ministries for Greater Houston**Chief Executive Officer

### Who is Interfaith Ministries for Greater Houston?

Interfaith Ministries for Greater Houston brings people of diverse faith traditions together for dialogue, collaboration, and service, as a demonstration of shared beliefs. Interfaith Ministries is an inclusive connecter of people, faith communities, and resources in our nation's most diverse city, sustaining healthy and respectful lives for vulnerable populations and promoting interfaith relations and volunteerism.

Interfaith Ministries for Greater Houston (IM) has a long and rich history in the greater Houston community.

- In 1955, the Houston Council of Churches launched IM's predecessor organization, the Church Welfare Bureau, to organize the Protestant community to minister to those in need.
- In 1964, the Bureau was reorganized as Protestant Charities of Houston, a group that was joined by the Jewish community.
- Officially chartered as Houston Metropolitan Ministries in 1969, IM has been a leading force in bringing together people of all faiths to serve people in need in the greater Houston area.
- IM was renamed Interfaith Ministries for Greater Houston in 1992 to reflect support from increasingly diverse faith traditions.

IM believes that, through dialogue and service, it is possible for people from diverse backgrounds to know one another and find common ground, while still embracing personal beliefs and cultures. They celebrate this primarily through four areas of service:

- Meals on Wheels for Greater Houston and Galveston County/Animeals delivers more than 1.7 million meals
  each year to over 7,300 unduplicated seniors in Harris, Galveston, and surrounding counties, making IM the
  largest Meals on Wheels provider in Texas. In addition, pets of seniors receive free pet food and other
  services through IM's Animeals program.
- <u>Refugee Services</u>, in conjunction with the U.S. State Department, resettles thousands of refugees in Houston
  each year and helps their newest neighbors successfully acculturate to American life. Each year, hundreds or
  thousands of these refugee families arrive in Houston through Interfaith Ministries.
- <u>Interfaith Relations and Community Partnerships</u> engages houses of worship, businesses, organizations, and non-profits in dialogue, collaboration, and service to embrace the philosophy of "Respect Thy Neighbor."
- Volunteerism and Civic Service programming at IM provides avenues for Houstonians ready to make a
  continuing and lasting impact on the community through organized service and leadership. It includes:
  - Volunteer Houston actively connects people and organizations in impactful, fun and interactive volunteer opportunities across the Greater Houston area. IM also offers local programming for volunteers, training, and networking for nonprofit leaders, and Corporate Social Responsibility project management services for companies.
  - SERVE HOUSTON empowers young individuals eager to contribute their skills and passion to create positive change. Whether it's distributing food to fight food insecurity, leading activities for kids to uplift their emotional well-being, or beautifying school playgrounds and parks, SERVE HOUSTON AmeriCorps provides a platform to not only cultivate leadership, teamwork, and problem-solving skills but also to enrich formal education and build a strong sense of civic responsibility.

IM is a United Way of Greater Houston agency, and currently has a budget of approximately \$68 million and a staff of approximately 300.



## The Role

The next Chief Executive Officer (CEO) of IM has a significant opportunity to ensure that the legacy of over fifty years of bringing together diverse groups for dialogue, collaboration, and service continues to grow, particularly in the areas of home-delivered meal programming for seniors and adults with disabilities, refugee resettlement, interfaith relations, volunteerism, and other emerging services that positively impact Houston's most vulnerable citizens. Reporting to the Board of Directors, the CEO will provide the strategic and operational leadership to successfully manage the organization and navigate its partner and stakeholder relationships. The CEO will be responsible for leading, building, and supporting all aspects of the organization, including the extensive logistical and operational daily challenges that come with distributing food as part of the Meals on Wheels program and addressing the many requirements in resettling hundreds or thousands of refugees in the Houston area each year.

They must have excellent and versatile leadership skills, strong operational experience, an innovative and creative spirit, and ability to establish a working environment that fosters trust and teamwork. As the "chief advocate" of IM, the CEO will represent the organization's mission and programs. They must be deeply passionate about the communities IM serves and committed to working with representatives from all faiths. To do so effectively, the next CEO must possess outstanding oral and written communication skills, as well as experience representing an organization to a broad set of external audiences and work toward inclusion in one of the most diverse cities in the nation.

Specific responsibilities include:

**Provide vision and focus for a dynamic organization with numerous stakeholders.** IM is a highly mission-oriented organization with many partners and stakeholders operating a diverse set of programs simultaneously in many locations, with a unique combination of professional staff, volunteers, partners, donors, and constituents. The CEO must be an ambassador of that mission – able to inspire, motivate, coordinate, and honor these multiple groups in ways that advance IM's mission while maintaining the highest standards of service, integrity, and safety.

**Organizational leadership**. Lead the management and staffing of all operational, financial, programmatic, fundraising, marketing, human resources, policy, and other components of the organization. Ensure that IM programs are well-functioning, aligned with IM's mission and IM Board, and operating at the highest ethical and safety standards.

**Effectively collaborate.** IM collaborates with a large network of partners and stakeholders to be effective in its collective mission. The CEO must lead with integrity, humility and an ability to mobilize forces to ensure that the organization's partners and service providers are able to be impactful.

Represent and lead the organization publicly, enhancing its fundraising capacity and visibility. Serve as a visible ambassador for IM, amplifying the organization's story and championing it to a wide range of audiences and partners. Serve as IM's "chief fund / friend raiser"; establish and maintain relationships with individuals, foundations, corporate sponsors, local civic funders, public sector partners, and national organizations to ensure that IM achieves or exceeds its contributed income goals from all sources and expands its philanthropic contributions in the coming years.

**Engage diverse constituencies.** The organization delivers its mission through a workplace that welcomes and embraces diversity and encourages industry, teamwork, and mutual respect. Lead empathetically to build, motivate, develop and retain a dynamic team; inspire the full staff under a common strategy and set of goals. Nurture an organizational culture focused on impact and accountability across all departments and programs, with strategic goals being prioritized, accomplished, and celebrated.



## **Candidate Profile**

The new leader of IM will demonstrate intractable commitment to the organization's goal of sustaining healthy and respectful lives for vulnerable populations (including seniors, adults with disabilities, and refugees) and promoting interfaith relations and volunteerism. This leader will have a demonstrated track record of leading a large, complex organization or division. They will bring demonstrable operational experience in supporting and empowering a diverse and dedicated staff; in fostering the transparent financial and communications needs an organization as multifaceted as IM demands; and in building alliances with a broad range of constituents.

The next CEO will demonstrate the capacity for leadership through vision, communication, action, and passion for the mission of IM. Ideally, they will bring previous experience working with and advocating on behalf of vulnerable populations, including those facing hunger or resettling in the U.S. as refugees. They will be an experienced leader in the nonprofit, business, or public sectors, and will have a track record of accomplishments, credibility, and recognition in leadership roles. The CEO will have exceptional management, operational, organizational, and people skills. They will also be a leader committed to honesty and who brings tremendous integrity.

IM is open to candidates throughout the country, including those that may or may not have ties to the greater Houston region, although the next CEO must be willing to relocate for the position.

In terms of the performance and personal competencies required for the position, we would highlight the following:

#### **Setting Strategy**

- A demonstrated track record of setting priorities and leading organizations or divisions to greater impact at scale.
- The ability to create, articulate, and execute a strategy amidst a changing environment.
- Demonstrated track record of results-oriented, creative thinking to develop differentiated strategies with multifaceted approaches.
- Effective change management skills coupled with a high degree of emotional intelligence.

#### **Executing for Results**

- The ability to set clear and challenging goals while committing the organization to improved performance; tenacious and accountable in driving results.
- Comfortable with ambiguity and uncertainty; the ability to adapt nimbly and lead others through complex situations.
- A risk-taker who seeks data and input from others to foresee possible threats or unintended circumstances from decisions; someone who takes smart risks.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to
  making decisions; the ability to act in a transparent and consistent manner while always accounting for what is
  best for the organization.

#### **Leading Teams**

- The ability to attract and recruit top talent, motivate the team, delegate effectively, celebrate diversity within the team, and manage performance; widely viewed as a strong developer of others.
- Inclusive, works towards collaboration and is a bridge builder.
- Transparent, high integrity leadership that creates a culture of accountability and engagement, convening diverse constituencies to attain excellence in achieving the missions of the entities.

#### **Fundraising and External Relations**

- A focus on diversifying revenue streams with an emphasis on philanthropic revenue.
- The ability to inspire trust and followership in others; an ambassador for the mission of IM.



- The ability to communicate effectively with a variety of audiences, including program participants, government leaders, potential partners, and others.
- The skills to build partnerships with a wide range of constituents.
- Strong written communication skills and ability to articulate a clear, yet nuanced viewpoint.
- Enthusiasm for fundraising and dedication to building philanthropic relations that will take the organization to the next level.

#### **Relationships and Influence**

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, charisma, passion in their beliefs, and active drive.
- Encourages others to share the spotlight and visibly celebrates and supports the success of the team.
- Creates a sense of purpose/meaning for the team that generates followership beyond their own personality and engages others to the greater purpose for the organization as a whole.

#### **Passion for the Mission**

- Passion for and commitment to IM's work; the ability to represent the organization authentically to internal and external constituents and partners.
- Commitment to diversity, equity, access, and inclusion in all facets of IM's work, demonstrated by sustained and significant contributions in those areas.
- Implicitly anchored by the collective mission to improve the lives of vulnerable populations and the communities IM serves.

#### Contact

Russell Reynolds Associates has been exclusively retained for this search. Given the need for confidentiality throughout this process, prospective candidates are invited to reach out directly to the team at **IMGH@russellreynolds.com** with a CV and brief explanation of interest.

