



SACRED BODIES. SACRED CHOICES.

Changing the conversation about faith and reproductive health, rights, and justice in Mississippi.

FAITH IN WOMEN

Faith In Women (FIW) is an interfaith nonprofit organization working to change the conversation about faith and reproductive health, rights, and justice in Mississippi. For the last decade we have worked to achieve this vision through:

- Convening people of faith across Mississippi to share and learn about complex ideas related to reproductive health, rights, and justice.
- Connecting faith communities to the resources they need to support the reproductive lives of their members.
- Creating space for the fullness of our human experience, honoring the complexity and intersectionality of our work for justice.
- Cultivating relationships across differences in geography, faith tradition, race, gender and sexuality, and
- Caring for the spiritual lives and well-being of the people we invite into our justice work.

EXECUTIVE DIRECTOR

The Executive Director provides strategic and operational leadership for Faith in Women, overseeing all programs, administration, and implementation of the organization's mission and strategic plan. This role includes leading fundraising efforts, cultivating partnerships, and ensuring that programs are effectively designed and executed to advance FIW's goals. The Executive Director reports directly to the Board of Directors.

KEY RESPONSIBILITIES

Board Leadership and Governance

- Partners with the Board of Directors to advance FIW's mission, vision, and strategic priorities.
- Provides timely updates, data, and analysis to support informed decision-making and accountability.
- Engages the Board in policy development, strategic planning, and fundraising initiatives.
- Oversees Board and committee meetings and ensures effective governance processes.

Financial Performance and Development

- Ensures FIW's fiscal health through disciplined budgeting, oversight, and transparent reporting.
- Leads the planning, operation, and monitoring of annual and rolling two-year budgets.
- Generates new revenue streams and strengthens fundraising strategies to sustain and grow FIW's impact.

- Sends quarterly financial updates to fiscal sponsorship partners and maintains accurate records of all related communications.
- Ensures compliance with fiduciary and contractual obligations related to fiscal sponsorship and financial management.

Mission, Strategy, and Programs

- Drives the development and implementation of programs and services that address community needs and advance FIW's mission.
- Leads annual strategic planning and reports progress to the Board on a quarterly basis.
- Guides the creation of new initiatives that expand FIW's reach, relevance, and measurable impact.
- Oversees communications and serves as FIW's primary spokesperson to constituents, partners, media, and the public.
- Builds and maintains relationships with partner organizations, faith leaders, and volunteers to strategically further FIW's mission.

Operations and Management

- Oversees daily operations, ensuring effective systems, staffing, and resource allocation.
- Establishes and enforces administrative and employment policies for efficient, compliant operations.
- Supervises and collaborates with contractors, volunteers, and partners.
- Reviews and approves contracts and other authorized agreements.
- Anticipates organizational needs and ensures timely, effective solutions.
- Performs additional duties as assigned by the Board of Directors.

QUALIFICATIONS & EXPERIENCE

Required

- Minimum of four (4) years of professional experience, including management or leadership responsibility.
- Demonstrated commitment to FIW's mission, vision, and values.
- Proven experience engaging and mobilizing across diverse faith communities.
- Knowledge of and comfort addressing issues related to reproductive health, rights, and justice; faith and spirituality; racial equity; and structural inequality.
- Strong record of fostering inclusive, antiracist, and collaborative environments.
- Skilled in supervising and collaborating with contractors, staff, and volunteers.
- Demonstrated success in nonprofit fundraising and resource development.
- Experience working with a Board of Directors and supporting effective governance.
- Strategic thinker with strengths in program development, organizational planning, and execution.
- Excellent relationship-building, communication, and problem-solving skills.
- Transparent, high-integrity leadership style and sound financial acumen.

Preferred

- Bachelor's degree or higher.
- Experience in nonprofit executive leadership and funder relations.

- Background in movement-building within the reproductive health, rights, and justice space.
- Proficiency in budgeting, financial analysis, and reporting.
- Experience creating or managing organizational policies and procedures.
- Strong donor relations skills and familiarity with current philanthropic trends.
- Candidates should be based in Mississippi or within close proximity to ensure consistent connection with local partners and communities.
- Background in pastoral leadership or spiritual care, with an understanding of how faith communities can engage issues of justice and equity.

****Candidates from all faith traditions and backgrounds are encouraged to apply.****

COMPENSATION & BENEFITS

- This is a full-time, exempt position
- This is a fully remote position based in Mississippi, with occasional in-state travel for meetings and events.
- The salary range for this position is **\$50,000–\$55,000**, commensurate with experience. includes the following benefits:
 - Comprehensive Health Coverage: Full reimbursement of employee health insurance premiums through FIW’s QSEHRA program.
 - Paid Time Off: Generous and flexible PTO, with up to six weeks (240 hours) annually, plus all 11 federal holidays.
 - Five paid days of vacation from December 23 through the first business day after January 1.
 - Retirement Contribution: Annual 4% employer contribution to a SEP IRA, as approved by the Board.
 - Technology Support: Monthly cell phone stipend of \$50.

HOW TO APPLY

To apply, please submit a résumé and cover letter describing your interest in this role to hello@faithinwomen.org. We are moving quickly with the hiring process and encouraging early applications, as we aim to select the right candidate to begin in early 2026 if possible.