



## POSITION GUIDE

PRESIDENT &  
CHIEF EXECUTIVE OFFICER

## ABOUT OUTREACH INTERNATIONAL

Since 1979, Outreach International has facilitated community-led development to solve poverty-related issues around the world. They currently work alongside their international program partners in ten countries, applying their unique approach to sustainable change based on proven methodology. They are maximally inclusive. Their work honors the value of all genders, cultures, and faiths. Their efforts help communities establish sources of clean water and sanitation, address food and income insecurity, solve health concerns and so much more.

Outreach invests in people using the methodology of the [Participatory Human Development Process](#). The goal of this process is to inspire and equip communities to solve their own poverty-related problems through development projects. By doing so, participants gain leadership skills, organizational capacity, and grow their resource networks to continue to address their poverty-related issues long after Outreach's intervention ends.

The fundamentals of [community-led development](#) ensure that those most affected by poverty-related issues become those best equipped to permanently resolve them. This is accomplished by harnessing their desire to improve their own lives with education, training, and experience. The result is a community of people who know they are empowered with all the knowledge and skills they need to organize, prioritize, and mobilize to reach their goals, and lift themselves, sustainably, into a future defined by opportunity.

## KEY FACTS

- 11 headquarters staff; 78 international staff
- \$4M budget
- 13-member [Board of Directors](#)
- 137 field program locations in 10 countries
- 62,138 people benefiting (2022)
- 2022 [Annual Report](#)

## MISSION &amp; VISION

Outreach International is a global nonprofit that supports local leaders and community-led groups who develop lasting solutions to poverty-related issues.

Outreach envisions a world where communities are working together to overcome the challenges of chronic poverty.

## PROCESS

Outreach's process requires a mutual investment of time and trust from all involved, achieved through deep consideration, sustained action, and ongoing personal reflection.

## COMMITMENT

Outreach is certain that when people work together, it makes the prospect of a more inclusive, joyful, empowered world not only possible, but inevitable

## CONNECT WITH OUTREACH



Outreach international was named one of the [2022 Best Places to Work](#) by The Kansas City Business Journal, receiving the honor multiple times in previous years. Outreach International has received eight consecutive 4-Star [Charity Navigator](#) ratings, recently scoring [99 percent](#). Outreach is also currently on [GreatNonprofits' 2023 Top Rated List](#). Located in Kansas City's [Crossroads Arts District](#), their national headquarters is based in a newly renovated industrial loft building with two floors, including an attractive [event space](#) available for rent. A long-time partner of the Community of Christ, Outreach International provides a framework for meaningful personal investment and a context where everyone has a voice, purpose, and a role in achieving successful, empowered outcomes worldwide. For more information, please visit [Outreach International's website](#).

## THE POSITION

The President and CEO of Outreach International will have an inspiring and fulfilling opportunity to help build Outreach's next stage of growth and impact. The President and CEO, a passionate and dynamic relationship builder, provides overall vision, leadership, and strategic direction for Outreach International. Reporting to the Board of Directors, the President and CEO's role is to expand the organization's impact and visibility and serve as a trusted thought leader among local, national, and international partners. Most importantly, this leader will continue to increase and diversify Outreach International's revenue by implementing a long-term fundraising strategy. The President and CEO leads a highly talented and creative team of 11 staff members and directly oversees a five-member senior leadership team, including a Chief Financial Officer, a Senior Director of Marketing, a Chief of Field Operations, a Senior Director of Research and Advocacy, and a Director of Field Finance. As a champion of Outreach's mission, the President and CEO will foster a culture of collaboration, inclusion, and innovation, by mentoring and empowering Outreach's capable and talented team.

## MAJOR OBJECTIVES

Within the first 12 to 18 months, the President and CEO will achieve the following major objectives:

- Build a framework and necessary fundraising strategies to integrate and engage staff, board, donors, and volunteers to strengthen its culture of philanthropy and increase philanthropic revenue to \$5 to \$7 million within the next three to five years.
- Establish strong, trusting relationships across the organization and with international program partners, and continue to nurture Outreach's thoughtfully built culture of inclusion and belonging.
- Lead Outreach through comprehensive strategic planning process, involving Board and staff, with clear framework to envision aspirational goals for future growth, evolution, and innovation.
- Inspire, motivate, and empower Outreach staff through transparent decision making, increased professional development, and ensuring a supportive and trusting workplace.
- Strengthen Board engagement by utilizing each member's unique skillset and seeking their support with fundraising and networking.







## RESPONSIBILITIES

The President and CEO will have the following primary responsibilities:

### LEADERSHIP AND MANAGEMENT

- Articulate vision and strategic direction for Outreach as a leader in global community-led development, working collaboratively with Outreach's senior leadership team and Board of Directors.
- Lead, develop, and amplify Outreach staff through career pathing, goal setting, mentoring, and other professional development activities to retain and recognize high-performing staff.
- In partnership with the leadership team, create and implement employee management tools and prioritize investment in systems and policies to foster a positive and highly effective workplace environment.
- Oversee and drive Outreach's overall fiscal and programmatic performance, including strategic financial planning and ensuring program quality and effectiveness.

### FUNDRAISING AND EXTERNAL RELATIONS

- Develop a comprehensive fundraising plan that enhances and diversifies philanthropic revenue, increases donor support up to \$5 to \$7 million annually within the next three to five years, and builds new donor pipelines to ensure Outreach's financial vitality and continued growth.
- Serve as a compelling spokesperson for Outreach and proactively build strong, positive, and productive relationships with individuals, foundations, corporations, government agencies, stakeholders, academia, and community leaders at the regional, national, and international level.
- Engage with board, staff, and funders to expand Outreach's revenue support and growth, ensuring an integrated approach to donor relationships.
- Expand the portfolio of Outreach's top donors and prospects.
- Travel both internationally and domestically; attend community, regional, national, and international events; promote Outreach International to donors and funders.

### GOVERNANCE AND BOARD ENGAGEMENT

- Inspire, engage, and support the Board of Directors' efforts around visioning, strategic planning, and long-term financial sustainability.
- Encourage greater partnership in networking, stewardship, and board giving by leveraging each members' unique experience, skillsets, and abilities.
- Work closely with the Board to clarify and refine roles, responsibilities, and expectations, and support strategic board recruitment.



## QUALIFICATIONS

The ideal candidate will bring most of the following qualifications and skill sets:

- A passion for the mission of Outreach International and deep commitment to social justice, sustainable poverty alleviation, and community-led development.
- At least ten years of successful senior-level nonprofit leadership experience or experience in a related for-profit field, including demonstrated expertise with fundraising, strategic planning, financial planning, and board relations. Experience with international communities and poverty-related issues would be an advantage.
- Proven ability to develop, mentor, and lead teams in a spirit of inclusivity and collaboration, coupled with strong consensus building approach.
- High-level of cross-cultural competence, humility, and a global perspective with a demonstrated commitment to diversity, equity, and inclusion.
- A collaborative, flexible leadership style that promotes creative problem-solving, innovative thinking, and supports the growth and professional development of staff.
- A proven record in fundraising, particularly individual, foundation, and corporate funding, either as a nonprofit executive, board member, or volunteer.
- Solid financial management skills with experience in budget analysis, forecasting, and planning.
- Strong listening, communication, interpersonal, and motivational skills, including an exceptional ability to speak on Outreach's challenges and opportunities with ease; skill in conveying the mission, vision, and values of Outreach International to a wide variety of diverse constituencies.
- Ability, motivation, and comfort traveling both nationally and internationally as needed.
- A bachelor's degree in a related field is required; an advanced degree in nonprofit management, international development, or related business field is desirable.

## COMPENSATION AND BENEFITS

The salary range for this position is \$155,000 to \$175,000, including a performance bonus. Outreach International offers a generous benefits package including medical, vision, dental, and mental health support. Outreach provides 11 paid holidays and a minimum 21 days of PTO, flexibility for a hybrid workplace schedule, and the ability to work from anywhere for up to two weeks a year. Outreach contributes 13% of employee salary toward retirement, and all staff are 100% vested on day one. Also, importantly, each team member receives a trip to one of Outreach's international field programs, to fully immerse and develop an authentic understanding of the life-changing work.



## APPLICATION

Outreach International has retained Campbell & Company to conduct this search. The team for this project includes Alexandra (Alex) Catuara, Senior Consultant, Angèle Bubna, Consultant, and Dan Nevez, Vice President



**ALEX CATUARA**

*Senior Consultant, Executive Search*



**ANGÈLE BUBNA**

*Consultant, Executive Search*



**DAN NEVEZ**

*Vice President, Executive Search*

[APPLY NOW >](#)

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*At Outreach, we believe diversity makes us stronger, and we embrace a culture of inclusion.*

*It is the policy of Outreach International not to discriminate against anyone due to status, including but not limited to an individual's race, creed, color, sex, age, national origin, religion, disability, sexual orientation, gender identity, genetic information, ancestry, as well as citizenship, marital, veteran, family, and medical leave status or any status protected by law. This policy applies to all employment decisions, including, but not limited to, recruiting, hiring, promotions, wages, benefits, discipline, termination, job assignments, training, and all other terms and conditions of employment.*



Campbell & Company is a national nonprofit consulting firm that helps organizations create greater impact through executive search, fundraising, communications, and strategic information services.

Campbell & Company has helped place exceptional leaders in all sectors, including human services, arts & culture, education, healthcare, environment, associations and membership organizations, and civic and public affairs.

Underlying all our work is a shared focus on the Campbell & Company mission: to collaborate and innovate with people who change lives through philanthropic vision and action.

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