Earth Ministry/Washington Interfaith Power & Light (WAIPL) is seeking an Executive Director who will embody innovative and collaborative leadership based on a deep commitment to environmental justice and faith-based advocacy in a multifaith context. The organization is experiencing an exciting time of growth rooted in our stated values of justice, equity, diversity, and inclusion. We welcome a new leader who will bring their lived experience to partner with the Earth Ministry/WAIPL board, staff, and community to walk toward our shared vision of a just and sustainable future.

**About Earth Ministry/Washington Interfaith Power & Light (WAIPL)**

Earth Ministry/WAIPL works within the unceded territories of Northwest Native nations across Washington State. Our office is on the traditional land of the first people of Seattle, the Duwamish People past and present. We are committed to land acknowledgement as one way to counter erasure of Indigenous histories as well as to honor Native Nations and the land itself.

Earth Ministry/WAIPL envisions a just and sustainable future in which people of all spiritual traditions fully embrace their faith’s call to environmental stewardship. We organize people of faith to advocate for strong environmental policies and provide strategic guidance to religious communities working toward environmental justice. As a multifaith organization, Earth Ministry/WAIPL is part of the national Interfaith Power & Light network active in nearly 40 states around the country.

For nearly 30 years, Earth Ministry/WAIPL has been a national leader in engaging the faith community in environmental stewardship and advocacy. Our Greening Congregations program was the first in the country to help houses of worship implement sustainable practices, and our Colleague Connections program brings together passionate activists to collaborate on actions and events. Earth Ministry/WAIPL’s Faithful Advocacy program continues to be on the cutting edge of empowering clergy and lay leaders to speak out on public policy issues and successfully enact systemic change.

Earth Ministry/WAIPL recognizes that environmental, racial, and social justice are deeply intertwined and that the faith-based movement is strongest when all people are able to bring their unique strengths and diverse experiences to the table. We work in coalition with religious, tribal, environmental, communities of color, labor, business, and health partners and understand the intersectionality of our shared efforts. Our campaigns follow the leadership of frontline communities and we also encourage historically white congregations to exercise their privilege responsibly. Together, we strive to co-create “the beloved community” as described by Rev. Dr. Martin Luther King, Jr.

**Hiring Statement**

Earth Ministry/Washington Interfaith Power & Light is committed to becoming a fully multifaith organization that actively integrates anti-racism principles of justice, equity, diversity, and inclusion. We believe that relationships
must be centered in justice and equity within the human family, as well as reciprocity and mutuality with all of the natural world. We must strive together toward this sacred goal.

Earth Ministry/WAIPL forges authentic relationships, fosters vibrant communities, and strives to be welcoming of all. We respect theological and cultural diversity and are inclusive of people of any religion, age, race, gender identity, sexual orientation, ability, and socio-economic background. We are approaching this hiring process through the lens of our Justice, Equity, Diversity, and Inclusion Statement and its accompanying commitments. We seek to screen-in applicants, rather than screen out, for this position and encourage application by all interested candidates.

Position Overview
This position will collaborate with and lead a small but growing, dedicated staff to provide cohesive organizational leadership, management of administration and fundraising, and oversight of programs. The Executive Director’s role is to foster a healthy, engaged workplace culture that includes supporting creative models of shared leadership and staff development.

Key Responsibilities
The Executive Director is responsible for working collaboratively with staff to ensure implementation of Earth Ministry/WAIPL’s strategic plan. We are seeking an Executive Director who will:

Strategic Leadership
● Orient all of Earth Ministry/WAIPL’s organizational culture and work through the lens of our Justice, Equity, Diversity, and Inclusion statement and commitments
● Partner with board of directors, staff, and stakeholders to co-create a clear and concise vision for achieving our 2020-2025 Strategic Plan and develop goals and strategies for achieving that vision
● Advance Earth Ministry/WAIPL’s goals by providing effective and passionate leadership in strategic planning, policy development and implementation, and program evaluation

Staff Support
● Lead by example in building an organizational culture of equity, transparent communication, clear visioning, goal setting, and execution that engages team members
● Supervise staff, invest in the growth of staff skills and leadership, and conduct annual goal setting and performance reviews

Program Oversight
● Provide strategic guidance regarding Earth Ministry/WAIPL’s involvement in relevant local, state, and federal environmental justice campaigns. Participate in campaign work as appropriate and represent Earth Ministry/WAIPL at high-level advocacy opportunities
● Cultivate and maintain relationships with community partners including key tribal officials, high-level religious leaders, government officials, and the environmental nonprofit community, especially organizations led by frontline communities and those doing grassroots organizing
● Build on a strong organizational presence and unique brand through effective external communications

Board Management
● Maintain consistent and constructive communication with the board and engage individual board members in appropriate programmatic and fundraising activities
● Work with the board of directors to develop policies that ensure effective oversight and healthy accountability for the organization
● Encourage and empower board members to act as ambassadors of Earth Ministry/WAIPL through programs and fundraising
Financial Sustainability

- Build and maintain authentic relationships with Earth Ministry/WAIPL donors and foundations
- Develop annual budgets that promote organizational sustainability and grow capacity, programs, and systems
- Provide regular financial reports to board in partnership with board treasurer and bookkeeper
- Guide fundraising appeals and special events in collaboration with staff and board
- Lead grant management and coordinate teamwork on grant proposals, deliverable tracking, and reporting
- Manage financial accounting with bookkeeper and maintain official records and documents, ensuring compliance with federal, state, and local regulations

Qualifications

We invite all interested candidates and especially welcome candidates under-represented in the environmental movement who are willing to learn and grow with the organization. Earth Ministry/WAIPL is seeking a leader who can:

- Lead the organization into an inclusive and diverse future, oriented towards justice
- Bring relevant work and/or life experience that will lead to strong leadership and success with a community-based organization
- Work with multiple expressions of faith in the public sector with a willingness and comfort in sharing their own faith/spiritual perspective
- Gracefully partner with people across the geographical, theological, and political spectrum in Washington State and build shared purpose toward common action among diverse populations
- Demonstrate a commitment to undoing institutional and systemic racism and other forms of oppression
- Articulate a values-based approach to environmental justice and sacred Earth stewardship
- Build our community-based power through grassroots organizing
- Show familiarity with budgets and financial management - experience is a plus
- Foster relationships that inspire financial support of Earth Ministry/WAIPL and solicit grant funding from foundations and coalition partners - experience fundraising and developing diverse resources is a plus

Salary and Benefits

This position is full-time, 40 hr/week with a current salary range of $75,000 - $85,000/year. Benefits include full medical insurance, 403B retirement fund, 11 paid holidays, and generous vacation, sick, and family leave. Earth Ministry/WAIPL offers a flexible schedule and is open to conversations about remote, in-state work and partial relocation support.

How to apply:

Send a cover letter and resume as a single document to Interim Executive Director Nancy Osborn Nicholas at nancy@earthministry.org. In your cover letter, please speak to how your lived experience resonates with the above qualifications and share why you would like to serve as Earth Ministry/WAIPL’s Executive Director. All applicants will receive an email acknowledgement. No phone calls please.

This process seeks to be as transparent as possible. Priority will be given to applications received by January 24, but the position will remain open until filled. To minimize possible bias, applications will be anonymized for the initial review. We anticipate 2-4 rounds of interviews over Zoom for the final candidates. For each round of interviews, candidates will receive the interview questions to prepare. References will be requested for the finalists.