



LAND
STEWARDSHIP
PROJECT

Job Announcement

Job Title: Executive Director

About the Land Stewardship Project

The Land Stewardship Project (LSP), founded in 1982, is a member-led, 501(c)3 nonprofit organization with a 501(c)4 sister organization, the Land Stewardship Action Fund. LSP has nearly 4,400 members and 30+ staff who organize to advance a people-centered vision focused on the pressing issues in rural communities and our region. Our members laid out their bold vision in LSP's Long Range Plan (<https://landstewardshipproject.org/about/longrangeplan>), which details seven key strategic initiatives to direct our grassroots organizing and educational goals.

We are a people's organization responsible to our members and seek someone with an organizer's mindset, who loves building, facilitating, and developing teams of staff and member-leaders. LSP is committed to long-term, ground-up change around such issues as stewarding the health of our land and water through fighting factory farms and frac sand mining, as well as combating corporate control, land consolidation, and structural racism in agriculture. LSP is also committed to supporting family farms and beginning farmers, promoting soil health and regenerative practices to address climate change, and advocating for issues such as affordable and accessible healthcare. We have recently expanded our commitment to addressing the ongoing farm crisis and its impact on rural communities and farm families.

We are seeking an experienced leader who is deeply committed to building power in rural areas and has a proven interest in environmental stewardship of the land. The candidate for this position should also be dedicated to economic, racial, and gender justice and equity. They should have a proven track record of successfully leading justice and equity initiatives and have the savvy to build unity where issues of race, political polarization, and income inequality divide and isolate rural people. As our current farm crisis — exacerbated by the ongoing pandemic — decimates rural communities and small and mid-sized farms while exposing the weaknesses of a corporate-controlled food system, we seek someone who can align our program areas and expertise in a way that expands what we're doing well, but also addresses the serious challenges our members and communities face.

Since the creation of the Long Range Plan, LSP has been an organization in transition. A previous executive director, who had worked for the organization for a number of years, transitioned out as the implementation of the plan began. His successor remained on the job for less than a year. Since May 2021, an interim executive director has been on-board to stabilize and refocus the organization. The organization's board of directors and staff have re-imagined the executive leadership of LSP to include an executive director and two associate directors who will each oversee work in LSP's various departments: Programs, Policy, Finance, Advancement, and Human Resources & Operations. The new executive director will recruit, hire, and supervise these associate directors. In addition, the LSP staff recently formed a union that management looks forward to working with.

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Executive Director Role & Responsibilities

The role of the executive director is to operationalize the vision of the Land Stewardship Project as described in its Long Range Plan and is directly accountable to LSP's membership through its board of directors. The executive director leads, facilitates, and delegates to a strong staff team that works virtually, in-office, and in hybrid work environments. The executive director's major bodies of work are as follows:

→ **Organizational Mission and Strategy:** Ensure that the mission is fulfilled through programs, strategic planning and community organizing.

- Evaluate the implementation of the Long Range Plan and report candidly on a regular basis to the board of directors, staff, and members the progress and challenges of the organization's work.
- Engage and implement the decisions of the board of directors related to organizational strategy, direction, and policy.
- Ensure that LSP puts its rural members at the center of its organizing, policy, programmatic, and communications work, and lifts up rural voices.
- Be an active and visible presence in rural communities and directly build relationships with farmers, LSP members, elected officials, and allied organizations that can strategically advance the organization's mission.
- Model LSP's shared values for members and staff. Bridge the racial and political divisions in our region and in rural communities in a way that expects the best, invites people in, and seeks unity in service of stronger and more resilient rural communities.
- Work with the communications team to develop and expand LSP's communications infrastructure and ensure a consistent organizational voice that reflects our values, mission, and the Long Range Plan.
- Serve as LSP's primary spokesperson to the organization's constituents, the media, and the general public.

→ **Fundraising and Financial Oversight:** Raise resources to effectively advance the organization's mission and ensure overall financial health.

- The executive director is the primary fundraiser for the organization and is responsible for building and stewarding funding relationships, developing concepts and proposals, and directly asking for funds from foundations, major donors, government, and others.
- Work closely with staffers who build and cultivate funder relationships; also work closely with LSP's director of development, who is responsible for overall grants management and fundraising strategy.

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- Collaborate with the Advancement Team to directly solicit major donors and members.
- Ensure the timely and accurate submission to the board of directors an annual organizational budget which reflects LSP's priorities and growth goals.
- Work closely with finance staff to ensure organizational expenses are in line with budget plans. Present to the board of directors quarterly financial reports which accurately reflect the organization's financial position.
- With the support of finance and operations staff, ensure all contracts and vendor services are as described. Sign off on all contracts unless otherwise delegated.

→ Staff Management, Facilitation, and Alignment: Recruit, develop and build the LSP staff team.

- Recruit, hire, and directly supervise two associate directors with responsibilities to supervise and lead LSP's departments: Programs, Policy, Finance, Advancement, and Human Resources & Operations.
- Build and support a positive, respectful, and equitable staff culture and model wellness and work-life balance.
- Ensure the LSP staff team continues to add talented rural staff with backgrounds in both conventional and regenerative farming who are skilled at building relationships.
- Model collaborative and facilitative leadership with inclusive staff-wide planning and decision-making.
- Negotiate in good faith with LSP's new staff union and work toward a mutually beneficial first contract.

Professional Qualifications

- A highly effective manager with a minimum of eight years of management and team building experience and a proven ability to develop, motivate, delegate, and lead dynamic and high-performing teams.
- A solid track record of fundraising and fiscal management, including budget preparation, analysis, decision-making and reporting.
- A planner with demonstrated experience creating, reaching, and evaluating goals, and who is able to show an ability to adjust without losing sight of the ultimate objective.
- A skilled facilitator, good listener, and strategic thinker with a track record of successfully bridging political, racial, and geographic differences in service of bigger goals.
- A clear and articulate written and verbal communicator.

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- An experienced organizer who innately understands that the power to change oppressive systems comes from the collective action of people and who has developed grassroots leadership and coalitions to do so.
- Has a lived experience of the strengths of rural communities and the challenges they face and understands the importance of regenerative agriculture, soil health, and local food systems
- Has developed and implemented 501c(3) and 501c(4) strategies and understands the legal and tax requirements of both types of organizations.
- A highly motivated person with a successful track record of accountability to a base of people.
- High degree of comfort with both Microsoft Office & G Suite software, including cross-teams collaboration and project management tools.
- Experience working in both in-person and remote environments and able to pivot.

Level/Salary Range & Benefit Package

→ **Reports to:** LSP and LSAF board of directors

→ **FLSA Status:** Exempt

→ **Hours:** Full-time, 40 hours/week, including occasional evenings/weekends

→ **Salary Range:** \$70,000-90,000 FTE annually, plus a benefits package including health, dental, life insurance, 401(k) after one year of service, as well as vacation, sick, and safe time.

→ **Location:** The Land Stewardship Project has three offices, all in Minnesota: Minneapolis, Lewiston, and Montevideo. The executive director can be primarily located in any of the three offices. The executive director would be expected to spend time at all locations and in the field connecting with members and partners.

→ **Date Posted:** October 1, 2021

→ **Posting Expires:** November 8, 2021

Application Information

To apply by Nov. 8, 2021, send a cover letter, resume, and three professional references in **one PDF document** to jobs@landstewardshipproject.org with the subject line “Executive Director Application.” **Applications will only be accepted via e-mail.**

The Land Stewardship Project (LSP)/Land Stewardship Action Fund (LSAF) is an equal opportunity employer. We strongly encourage applications from: rural and urban farmers and women, as well as Black, Indigenous, and people of color (BIPOC), bilingual and bicultural individuals, people with disabilities, and members of the lesbian, gay, bisexual, and transgender communities (LGBTQIA+). Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition, including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

Applicants with Disabilities: Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. If you seek an accommodation, please advise in writing at the time you apply.