



Position Announcement: Executive Director Urban Ministries of Wake County Located in: Raleigh, NC

The Opportunity

UMWC is launching a search for its next Executive Director. Reporting to and working closely with the Board of Directors, UMWC's next chief executive will provide transparent leadership that builds upon the organization's history while providing oversight of agency operations, culture, values, talent, and financial performance. This is a remarkable opportunity for a visionary leader to join a highly respected organization and, working in conjunction with a passionate staff and board, to shape its future.

The Ideal Candidate Profile

The Executive Director (ED) ensures the long-term sustainability and effective execution of UMWC's mission, serving as the face of the organization. The Executive Director is responsible for building relationships across diverse stakeholders including staff, board, government, current and prospective donors and volunteers, and community partners. The Executive Director provides leadership and support to the Board of Directors in attaining and allocating resources, implements programs to meet community needs, and coaches and mentors the staff.

The ideal candidate will have the following professional and personal qualities, skills, and characteristic to build on UMWC's strengths, address its challenges, and lead the organization toward a sustainable and impactful future:

Resource Development

The ED should have successful experience developing robust and diversified funding strategies, with an emphasis on reducing reliance on government funding and expanding support from individual donors, foundations, and corporate partners. The new leader must be an authentic ambassador and compelling storyteller who can elevate UMWC's visibility in the community and actively engage in cultivation and solicitation efforts alongside development staff and board members to secure sustainable financial support.

Business Acumen

The ED should have strong financial management skills, including the ability to develop and manage budgets that ensure long-term sustainability of the organization and its work. UMWC's next leader should be an effective delegator and decision-maker who sets priorities and ensures accountability, using data and metrics to evaluate progress and drive decision-making.

Strategic Vision and Planning

The next leader should bring strong strategic vision and change management skills to guide UMWC through its next phase of growth and evolution. The organization is currently engaged in strategic planning; the ED will play a key role in aligning internal efforts, leveraging opportunities

for collaboration, and deepening stakeholder engagement. This includes the ability to set clear strategic goals, translate them into actionable plans, manage change effectively, and adapt strategies in response to evolving community needs and organizational capacity.

Community Connections

The new ED should have experience building robust connections within the community and leveraging these relationships to advance the organization's work. The leader must be an excellent communicator, able to articulate the UMWC's mission, vision, and needs clearly and compellingly to create and maintain strategic alliances and collaborative partnerships with individuals, business, faith-based institutions, government, and the broader community.

Board Relations

The ED must exhibit the ability to collaborate closely with board members to drive organizational goals. This involves facilitating open and transparent communication, aligning board meetings and activities with UMWC's mission, promoting engagement and accountability, leveraging board members' expertise and networks for strategic advantage, and fostering a culture of mutual respect and partnership.

Program Leadership

The next leader should exhibit a deep passion for the mission of UMWC and possess strong empathy for individuals affected by poverty. The ideal ED is knowledgeable about one or more of UMWC's service areas, understands the challenges faced by those in poverty, and is attuned to community needs and resources. The next leader should be able to guide the organization through unforeseen challenges, ensuring that services remain consistent and effective during times of crisis.

Staff Development and Management

The next leader must be skilled in supporting, empowering, and motivating staff. UMWC has a high-functioning team in place; the Executive Director will be expected to provide steady leadership, foster a positive and inclusive organizational culture, ensure alignment between strategic priorities and staff capacity, and create conditions for continued staff growth, retention, and impact. This includes recognizing and leveraging the strengths of the current team, maintaining high morale, and ensuring staff are effectively supported and appreciated.

About Urban Ministries of Wake County

Founded in 1981, Urban Ministries of Wake County (UMWC) is a 501(c)(3) nonprofit organization that provides essential services to individuals affected by poverty across Wake County, North Carolina. The name "Urban Ministries" reflects the organization's origins in addressing urgent needs within Wake County—a county considered more urban in the context of North Carolina—not a religious affiliation. UMWC is not a faith-based organization. The organization's mission is to meet the basic needs of Wake County's most vulnerable residents, including addressing food insecurity, helping women transition from homelessness to



housing, and providing access to health care for uninsured adults. In this work, “ministry” refers to compassionate service, not religious doctrine.

UMWC is widely recognized for the breadth and quality of its programs and the strength of its community partnerships. Government agencies and fellow nonprofits frequently seek out UMWC as a trusted provider of essential services. Each year, UMWC serves over 32,000 residents and relies heavily on the involvement of volunteers, interns, and supporters to carry out its mission of promoting stability, well-being, and dignity for all.

UMWC is led by a 19-person Board of Directors and more than 40 staff members. With an operating budget of \$3.6M, the organization is funded through philanthropic gifts and grants (71%), patient fees (1%), and local, state, and federal government contracts and grants (28%).

For more information, visit <https://urbanmin.org/>.

Think you are UMWC’s next Executive Director?

To apply, click on the link to the Executive Director – Urban Ministries of Wake County position profile at [ArmstrongMcGuire.com/jobs](https://www.armstrongmcguire.com/jobs). You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Salary is commensurate with the requirements of the position and begins in the \$120K range. Benefits include medical, dental, vision, life, accidental death and dismemberment, and short and long-term disability insurance; paid time off; 20 paid holidays; and a 403(b) retirement plan with a company match.

Urban Ministries of Wake County actively seeks a diverse pool of candidates. UMWC is committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation, or age.

PLEASE NOTE: To receive full consideration for this position, please submit the requested information through Armstrong McGuire's portal at www.armstrongmcguire.com/jobs. Due to integration issues, applications submitted through 3rd party sites such as Indeed and LinkedIn may not be received.

About Armstrong McGuire

Armstrong McGuire is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve.

Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning. [Armstrong McGuire](#)