



EXECUTIVE DIRECTOR

CINCINNATI, OH

ABOUT GORMAN HERITAGE FARM

Gorman Heritage Farm (GHF), formerly a family farm that became the Heritage Farm in the 1990s, sits on 122 acres of land owned by the Village of Evendale, Ohio. It is the mission of GHF to cultivate a healthy community through farm-based education and experiences about food, sustainable agriculture, and the natural world. GHF's vision is to cultivate an informed, involved community dedicated to building healthy futures.

GHF fulfills its mission through educational programming, events, and volunteer opportunities for children, adults, and families. A few of the standout events at GHF include the annual Sunflower Festival and the Row-by-Row farm-to-table fundraiser.

Gorman Heritage Farm is hiring an **Executive Director** to lead the organization and ensure sustainable growth and community impact.

- Are you mission-driven and passionate about education, sustainable agriculture, and the health of our community?
- Do you thrive in a hands-on and strategic leadership role where you can engage and collaborate with board members, staff, public officials, members, corporate leaders, and a strong base of volunteers?
- Do you have experience in fundraising and/or creating new revenue streams?
- Do you enjoy being an advocate and the face of an organization?





JOB SUMMARY

As the Executive Director of Gorman Heritage Farm (GHF), you will be responsible and accountable for the overall management of GHF. Partnering with the Board of Directors and Staff, you will lead the development and execution of GHF's mission, goals, objectives, policies, programs, and founding by-laws in pursuit of the strategic plan objectives.

Reporting to the Board of Directors, the Executive Director will inherit an organization with a budget of a little over \$1M, an overall staff of 16, and a 200-person volunteer base. The Board of Directors is looking for an experienced, innovative, and forward-thinking Executive Director to advocate on behalf of GHF, establish fruitful partnerships, and ensure a fiscally sustainable future. The Executive Director will consult and collaborate with an engaged Board of Directors and passionate staff to ensure that fiscal, operational, revenue generating, staffing, and programmatic strategies are effectively developed and implemented across the organization allowing GHF to serve Greater Cincinnati more effectively.

RESPONSIBILITIES INCLUDE:

- **Strategic and Visionary Leadership:** Implement and further refine the Strategic Planning Guide for 2023-2028 in alignment with GHF's mission and vision. Provide visionary leadership to guide the organization toward its goals and objectives, being able to pivot based on current need.
- **Organizational Advocacy:** Serve as the primary spokesperson and advocate for GHF, representing the interests of the organization to The Village of Evendale, non-profit organizations, for-profit organizations, donors, volunteers, and other stakeholders.
- **Revenue Generation and Brand Awareness:** Protect, build upon, and diversify revenue and funding sources for GHF. Deepen and refine all aspects of communication, from web presence to external relations, to create a stronger brand. Lead annual campaigns, corporate sponsorships, fundraising events, and major donor development.
- **Financial Management:** Manage and enhance GHF's financial resources including real estate, investments, and annual operating results. Develop and implement, with the Board of Directors, an annual budget and development plan. Steward resource allocation to maximize organizational impact.
- **Organizational Management:** Partner with the Board of Directors and Staff in the development and execution of GHF's mission, goals, objectives, policies, and programs in pursuit of the Strategic Plan objectives. Serve as a member of the Board of Directors without vote.



RESPONSIBILITIES CONTINUED:

- **Staff Development:** Select, employ, and build a mission-driven team. Continue to build a culture of collaboration, teamwork, and communication. Lead by example with compassion and gratitude.
- **Partnerships:** Maintain continuing relationship with the Village of Evendale. Build relationships with the business and civic community, and with non-profit organizations (e.g., iSpace). Actively engage and energize volunteers, board members, event committees, alumni, partnering organizations, and funders.

THE KEY REQUIREMENTS

- An authentic tie to GHF's mission and vision.
- Experience being the face of an organization and building authentic relationships with a diverse set of stakeholders.
- Strong financial acumen with experience in budgeting and resource allocation.
- Eight (8) or more years of successful experience in a leadership position within the nonprofit, private, or public sectors.
- Experience recruiting, managing, developing, and empowering a collaborative, driven and accountable team.
- Capable of providing guidance and support to board members, committees, and volunteers in fulfilling their roles and responsibilities.
- Demonstrated ability to foster collaboration, innovation, and accountability.
- Robust network in the Greater Cincinnati community or proven ability to develop such a network.
- Successful history of fundraising and development strategies.
- Experience in a non-profit or other community-based organization.
- Experience collaborating with local government and developing multi-agency partnerships.
- A working knowledge of Human Resource practices.
- Bachelor's degree, with a focus on, or experience in, Agricultural Education, Natural Resources, Outdoor Education, or a related field a plus.





DESIRED PERSONAL ATTRIBUTES

- A charismatic, inspiring relationship-builder
- Exceptional communicator and listener with a passion for the mission
- Able to pivot among various tasks; not afraid to roll up their sleeves and pitch in when needed
- Visionary with an entrepreneurial and innovative spirit
- Wired for growth and expanding organizational impact
- Emotionally intelligent with demonstrated ability to build, lead, and motivate a diverse organization
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Strong organizational abilities including planning, delegating, and program development
- Strong written, oral, and public speaking communication skills

THE REWARD

- Be the steward of a reputable organization that exists for the good of the community.
- Lead a passionate and talented staff.
- Play a role in creating a healthier and more inclusive community.
- Ability to leave a lasting legacy in the Greater Cincinnati community.
- Work in a beautiful, farm setting with access to agriculture, farm animals, and walking paths.



LEARN MORE & APPLY

It is the policy of GHF to ensure equal opportunity to all qualified persons without regard to race, religion, color, age, sex, national origin, sexual orientation, gender identity, genetic disposition, neurodiversity, disability, veteran status, or any other protected category under federal, state, and local laws.

GHF will offer a competitive compensation package, comprehensive benefits, and several farm perks.

To apply please send your resume and a brief cover letter to: **Gerron McKnight** or **Michele Plessinger**.



Michele Plessinger
Partner

mplessinger@gilmanpartners.com



Gerron McKnight
Executive Search Consultant

gmcknight@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating the talent in our communities – and that means all qualified applicants will receive consideration without regard to race, ability, religion, sex, age, sexual orientation, gender identity/expression, national origin, or any other legally protected characteristic. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to reach out.