



MODERN MILITARY ASSOCIATION OF AMERICA

SEEKING AN EXECUTIVE DIRECTOR

The Modern Military Association of America (MMAA) is the nation's largest organization of LGBTQ+ service members, veterans, their families, and allies. As a non-partisan, not-for-profit organization, we are working to make a real difference in the lives of our modern military families through education, advocacy, and support. MMAA is now seeking a chief executive to run our D.C.-based headquarters.

THE ROLE OF THE EXECUTIVE DIRECTOR

The Executive Director provides leadership and direction for all aspects of the MMAA including:



- *Managing the transformation of the organization from a growth phase to maturity.* The Executive Director will assist the board and lead the staff in the transition to a mature organization with formal structures and processes, a governing board of directors, outcomes-based programs aligned with the strategic plan, and diversified funding streams. The ED will identify growth areas, design improvements, effectively communicate with team members to enable the smooth implementation of new strategies, and identify and manage any potential resistance to change.
- *Collaborating with the board of directors to provide the overall vision and direction of the organization as well as to ensure that key strategic objectives are implemented.* The ED will support the board in strengthening its ability to govern strategically and will continue to build board-staff relations. The ED will work with board members to effectively recruit new members ensuring an optimal mix of skills, expertise, diversity, high engagement, and financial support. The ED will effectively communicate with the board regarding agency operations and finances.
- *Building a strong team,* including hiring new staff members, integrating staff and volunteers into a cohesive team, and leading the development of a positive organizational culture.
- *Ensuring the financial health of the organization.* The ED will continuously develop and nurture individual, corporate, foundation, government, and community relationships, leading efforts to increase organizational resources. This will include promoting a culture of giving among board, volunteers, and other stakeholders; proactively managing resources to ensure sustainability; and leading planning efforts for MMAA's annual gala.
- *Planning, organizing, and directing the MMAA's operations and programs,* including reporting on results to the board of directors and identifying opportunities for growth.
- *Developing and executing an advocacy agenda.* The Executive Director will identify advocacy goals and legislative priorities. And as the primary spokesperson for the organization, the ED will ensure that the MMAA and its programs are recognized resources through the effective and timely use of public relations and contemporary media.

IDEAL CANDIDATE QUALIFICATIONS & COMPETENCIES



Inspirational Leader

Able to inspire staff, board, volunteers, and the community to pursue the MMAA mission with passion and excellence. Dependable, organized, efficient, and emotionally intelligent leader.



Board Champion

Experienced in working effectively with volunteer boards to establish good governance practices and strategic direction so that together we can create a strong future for the organization.



Relationship Builder

Skilled in leading teams to excellence. Values collaboration and transparency. An attentive listener, consensus builder, compassionate mediator, and strong communicator willing to have courageous conversations.



Persuasive Advocate

Influential ambassador with proven success in advocacy work. Emotionally intelligent and eager to learn from others. Confident with solid judgment and a positive, can-do attitude. Passionate about accessibility.



Financially Astute

Experienced in fiscal management, including budgeting and cash flow management. Has familiarity with QuickBooks, Microsoft Suite (including Excel), and Google Docs.



Enthusiastic Fundraiser

Comfortable asking for money and has proven success in fund development, including acumen in donor cultivation, stewardship, fundraising events, and grant writing.



Pragmatic Manager

Experienced in managing nonprofit teams. Engages in the challenging day-to-day work of actualizing the MMAA's mission by envisioning and implementing processes and procedures that align with strategic priorities.



Knowledgeable Professional

Has military and LGBTQ+ competency plus familiarity with relevant laws. Has a bachelor's degree and possibly advanced degree(s) as well. Has a minimum of 5 years of nonprofit management experience.

COMPENSATION

The salary range for the Executive Director role is \$135,000-\$150,000. In addition, the MMAA offers an individual retirement account with 3% employee match; a health stipend; flexible work hours / work from home; expense reimbursement; professional development reimbursement; 10 days of vacation and 13 holidays; home office stipend; travel reimbursement; and a self-care stipend.

MMAA: OUR WORK & HISTORY

MMAA is the result of decades of work for the LGBTQ+ and HIV+ military and veteran community through the merger of four organizations, each focused on serving their respective community in different ways: the Servicemembers Legal Defense Network (SLDN), the American Military Partner Association (AMPA), OutServe (OS), and the Military Partners and Families Coalition (MPFC).

Our staff, volunteers, and members have made incredible gains for the LGBTQ+ military and veteran community. In recent years we have fought and won high-profile lawsuits challenging the service bans on transgender people and people living with HIV. We also saw the Respect for Marriage Act signed into law!



However, we still have more work to do. In 2022, we saw a historic number of anti-LGBTQ+ bills introduced in 26 States. These States are also home to most of our military service members, their families, and veterans. It is unacceptable. We must ensure the Equality Act is passed; people living with HIV can enlist; discriminatory discharges are corrected; and LGBTQ+ military servicemembers, their dependents, and veterans are protected against hateful rhetoric.

In addition to our **advocacy** efforts, we offer a variety of programs. **MilPride** is a resource network dedicated to supporting military families with LGBTQ youth. In partnership with PFLAG, **MilPride** offers support groups for parents, family members, and members of the LGBTQ+ and military communities. Our **Rainbow Shield** certification program and other trainings equip military and veteran service providers with the skills they need to provide effective and efficient services to the LGBTQ+ and HIV+ military and veteran communities. Through our **legal help referral desk**, we connect members to our partner law firms to assist with discharge upgrades, legal name changes, and discrimination. Our **military spouse scholarship** enables military spouses to pursue their higher education goals. And through our **Chapter Network**, we facilitate in-person and virtual opportunities for fellowship, camaraderie, and leadership development across the country and worldwide.

As a growing organization facing leadership transition, we recognize this opportunity to evolve. We seek a strong change manager with expertise in transitioning through [a growth stage to establish a mature](#), sustainable organization.

CONTACT

To express your interest or nominate a candidate for this position, please send a cover letter clearly addressing how you meet the ideal candidate qualifications and competencies along with a resume to Waller Consulting at ginny.waller@capacitytodream.com.

