



FOR DISTRIBUTION: May 2, 2023

FAQs for Executive Director Search

OUR PLANNED GROWTH

Since its inception in 2011, Gathering Ground has taken a long view in how it has built and sustained its operations and impact. This long-term strategic approach has enabled us to grow from a fiscally sponsored foundation initiative into a fully operational 501c3, balancing our budget every year and carrying no accumulated debt.

Our decade-long practice of sustainable growth incorporates and centers our commitment to:

- deepening the impact of our mission
- balancing our vision with capacity
- conservative and realistic budgeting; sound financial management
- successful fundraising and program development

Currently, demand for our programs and services is growing and our operational needs have expanded.

To meet demand and capitalize on opportunities, we need to expand our staff.

With an eye towards the next ten years of growth and sustainability, we are establishing:

- a full-time executive director position (for which a search is currently underway) and
- a part-time organizational advancement position (which will be filled by our current founding director)

Frequently Asked Questions

1. Is Gathering Ground's current founding director, Elizabeth Murphy, leaving the organization?

- a. No – in fact, Elizabeth is transitioning into a new role focused on organizational advancement, a strategic idea that she brought to the Board of Directors.
- b. This idea came out of a consistent practice of long-term strategizing, objectively assessing future needs long before they become a critical issue.
- c. This allows us to act from a position of strength, stability, and solid planning.

Gathering Ground fosters community cohesion and collaborative action by bringing together highly-diverse groups of people with varied backgrounds, lived experiences, expertise and influence to amplify community dialogue around critical issues, build and strengthen networks, encourage cross-sector and multi-cultural partnerships and cultivate equitable community-rooted solutions.

2. **If the current director isn't leaving, why isn't she staying on as the organization's staff leader?**
 - a. Since inception, Elizabeth has served in a part-time capacity, and she's not able to consider a full-time position with Gathering Ground due to other professional commitments. She will continue in her part-time capacity with Gathering Ground, transitioning into the new position of organizational advancement director.
 - b. Our growth, impact, current opportunities, and demands require us to have a full-time staff leader running the day-to-day operations.
 - c. We see this as the key building block as we look towards our second decade of impact and service.

3. **What will the relationship be between the board of directors, the new executive director, and the role of organizational advancement?**
 - a. Reporting directly to the board of directors, our new executive director will serve as the organization's staff leader and will be endowed with and responsible for all of the traditional authority and duties normally associated with an executive director position.
 - b. Reporting directly to the new executive director and working collaboratively with the ED and board, the organizational advancement director will focus on two key areas for growth and sustainability: expanding board membership and impact, and long-term resource development.

4. **Was this new organizational structure embraced by everyone at Gathering Ground?**
 - a. The adoption of this new structure was a unanimous vote of the board of directors, including its current founding director.
 - b. The new structure is also a welcome and exciting advancement embraced by the current staff, as it brings more support and capacity to meet demands and take advantage of opportunities.

Gathering Ground fosters community cohesion and collaborative action by bringing together highly-diverse groups of people with varied backgrounds, lived experiences, expertise and influence to amplify community dialogue around critical issues, build and strengthen networks, encourage cross-sector and multi-cultural partnerships and cultivate equitable community-rooted solutions.