

Overview



Grandmothers for Reproductive Rights seeks a collaborative and dynamic Executive Director to strengthen and expand a small, growing organization to advance sexual and reproductive health, rights and justice nationally.

Organization

[Grandmothers for Reproductive Rights](#) (GRR!) works through education and advocacy to protect for younger generations the access to reproductive rights, justice, and health care that prior generations fought to secure. GRR! envisions a world where all people have access to comprehensive sexual and reproductive health care, including abortion. A world where all can exercise their right to maintain personal bodily autonomy, have children, not have children, and parent the children they do have in safe and sustainable communities.

Background

On a trip to Mozambique, Dr. Julia “Judy” Kahrl, 87, Founder and Board Chair of GRR!, saw the leadership and influence that older women and grandmothers had with younger women regarding healthcare and contraception. Back in the US, Judy was determined to harness the anger and energy of people in her generation that were triggered by the increasing restrictions on access to abortion and family planning. With a group of friends in Maine, Judy founded GRR! in 2013. Within a year, we had inquiries about establishing groups in other states. At that time, our volunteers did not have the time or resources to respond effectively. However, we knew our goal to expand nationally was only a matter of time. Eight years later, GRR! is a nationally recognized organization dedicated to reproductive health, rights and justice. GRR!’s yellow t-shirts stood out at pre-pandemic legislative sessions in Augusta, Maine, as well as at the Maine Women’s March in 2017, when Judy was a featured speaker. To better support activists across the country and respond to inquiries and interest from collaborators to join the work and/or start chapters, GRR! hired a National Grassroots Organizer (NGO) in November 2020.

Transition

Since its founding, GRR! has grown from a small group who met around a kitchen table to an organization with national ambitions. In April 2020, GRR! was incorporated as a 501(c)(3) entity and was granted tax-exempt status by the IRS. The organization assembled a Board of Directors, who met for the first time in September 2020. GRR! is now seeking an Executive Director who will articulate and hone the organizational vision, create a fundraising plan and determine the ideal staffing structure.

GRR! began as a white middle class organization with aspirations to be diverse by income level, gender, racial identity, and ability. The new Executive Director will lead a culture change and volunteer activist organization, defending reproductive rights and justice to ensure that the full range of reproductive services are legal, safe, meaningfully accessible and shame-free to every person in this country. GRR! is committed to expanding partnerships and participation with Black, Brown, Asian American Pacific Islanders (AAPI), and Indigenous activists while collaborating with national and regional leaders from the Reproductive Justice movement. Currently GRR! operates on a virtual office platform guided by a five-member Board of Directors and an eight-person Advisory Council with a range of experiences. The Executive Director will report to the Board and oversee a dedicated team of five, currently comprised of consultants and volunteers. GRR!’s 2021 budget is \$500,000.

Opportunity

The Executive Director will embody GRR!’s organizational values of autonomy, justice, authenticity, personal growth and power, accountability, and collaboration. Key strategic priorities for the Executive Director include:

Growing the Cohort of GRR! Leaders

The Executive Director will help reach people who want to identify as GRR! and collaborate with them to work for cultural and legislative change. GRR! will continue to develop educational materials and presentations to support volunteer advocacy on the state and regional level. Developing state chapters and local representation is a large part of GRR!'s mission. In addition, the organization will continue to offer original, interactive educational workshops and presentations in partnership with institutions of higher education.

An inspiring leader, the Executive Director will support national advocacy through coalition work with other SRHRJ (sexual and reproductive health, rights and justice) organizations. They will do this through relationship building to support grandmothers and older people in sharpening their skills to give voice and strength to their stories, histories and lived experiences.

Expanding GRR!'s Funding Base

The Executive Director will envision, develop and steward a robust funding plan for GRR!'s future sustainability. GRR! will shift from relying primarily on a sole donor to developing a diverse funding base. The Executive Director will serve as the face of the organization and must be comfortable with budgets and talking about funding. They will solicit individual donations, oversee a robust grassroots online campaign, and pursue potential funding from foundations and philanthropic organizations.

Building the GRR! Board

The Executive Director will help identify strong and diverse candidates as GRR! expands the size of its board. The GRR! board is a governance board responsible for oversight of the organization, and these new voices will help GRR! succeed in its mission to advance health, reproductive rights and justice nationally.

Responsibilities

The Executive Director is a collaborative, justice-oriented, inclusive and dynamic leader who supports a process of reaching older women across all racial and cultural boundaries and growing an organization in a principled way. An excellent communicator, the Executive Director is able to talk across lines of class and recognize the value of reaching working class and middle class women. The Executive Director exhibits integrity, has a long-term vision, but can shift and pivot, particularly as GRR! deepens its understanding of anti-racism and reproductive justice. The Executive Director has experience with diversity, equity, inclusion, and belonging and an understanding of its impact on the field, including the contributions and innovative leadership of communities of color.

A skilled and proven fundraiser, the Executive Director also has experience managing staff, ideally in a nonprofit organization. They also will have experience with volunteer-based organizations that have a national reach, as well as a background in advocacy and culture change work. Confident, focused, and dedicated to the mission, the Executive Director is a thoughtful individual with good analytical skills who can facilitate GRR!'s transition from a Kitchen Cabinet-run entity to a streamlined organization with a board of directors. The Executive Director will ensure that GRR! can thrive as it grows from a Maine-based organization to a national presence. GRR!'s first Executive Director will be ready to engage in organizational planning to help GRR! determine its niche in the reproductive health, rights and justice movement.

Qualifications

- Experience with, and connection to, reproductive and racial justice; skilled at 'speaking the language' of the history and stories of reproductive justice
- Fundraising experience and an ability to create and meet goals; work with major donors, foundations, and grassroots donors, as well as being comfortable in making asks
- Nonprofit management experience (five years+), including nonprofit budgeting and financial acumen

- Organizing skills and work with multi-state, chapter, and/or volunteer-based organizations is preferred
- Relationship building and collaboration with a wide range of stakeholders and groups; eager to engage with a large and diverse body of people
- Excellent communication and listening skills, internally and externally, with the passion and presence to articulate a vision and serve as the primary spokesperson and ambassador
- Strategic planning and implementation to responsibly scale and grow the organization
- Staff and volunteer management and development; exhibits respect and honor in working with a team
- Experience building and stewarding a new board is helpful

Candidate Guidelines

This executive search is being conducted by TSNE. Interested candidates should submit materials via the TSNE job board link. Electronic submissions sent through this link are preferred. All submissions will be acknowledged and are confidential within the search committee.

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of GRR! along with salary expectations and how they learned of the position.

Applications will be accepted until the position has been filled and interested candidates are strongly encouraged to apply by September 6.

The Executive Director position is a full time (40 hours per week) remote position with required annual travel (estimated at 1-3 times a year) to meet staff and board in person in Maine. Salary is commensurate with relevant experience, within the framework of the organization's annual operating budget, and in the approximate range of \$90,000- \$120,000. Benefits include a remote work model, healthcare/stipend, and paid leave time.

Grandmothers for Reproductive Rights is an Equal Employment Opportunity employer and actively seeks a diverse pool of candidates. GRR! welcomes people from all racial and ethnic backgrounds, abilities, gender identities, religions, ages, and sexual orientations to apply.

Apply Here: <https://www.click2apply.net/wyDQXAfNE2QmCJWaHqdrD>

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