



Everyday Democracy, a national leader in the fields of participatory democracy, racial equity, and community change, seeks a strategic and justice-driven leader to take the organization to the next level. Everyday Democracy is the sole project of The Paul J. Aicher Foundation (The Aicher Foundation), an operating foundation headquartered in Hartford, Connecticut, dedicated to helping communities work equitably and inclusively to develop solutions to public problems, improve quality of life for everyone, and build a strong democracy. Today, the organization is best recognized for its leading work at the intersection of participatory democracy and racial justice. The next Executive Director of Everyday Democracy, who also serves as President of The Aicher Foundation, will succeed Martha McCoy, a dedicated and visionary leader who has played a significant role in the expansion and growth of the organization over the past 25 years.

For the past three decades, Everyday Democracy has been supporting the development of our nation's civic infrastructure and advancing participatory democracy at all levels of society. At the heart of Everyday Democracy's work is its signature approach, [\*Dialogue to Change\*](#). This engagement model brings together diverse groups of people for community conversation and action on the most pressing issues of our time, while explicitly integrating a racial equity lens. Embedded in the approach are elements of community organizing, dialogue, action, and the production of measurable change. Today, the work is led by 23 staff members, 13 board members, 15 network consultants, and 11 anchor partner organizations located across the country. The organization has an annual operating budget of \$3.6M and is supported in part by endowments through both the Aicher Foundation and the Aicher Family Foundation.

This leadership transition comes at a time of incredible opportunity for Everyday Democracy as the need and demand for the organization's work is greater than ever. Looking ahead, the new leader will expand the organization's impact, deepen and grow the national network of partnerships, and build out a pipeline of leaders working toward racially equitable communities. The next Executive Director will further evolve this maturing organization by refining its work, strengthening its capacity to deliver on its mission internally and externally, and achieving measurable outcomes related to systemic change. This leader will also transition the organization to a more diversified financial model. In 2020, Everyday Democracy developed a 5-year growth and impact plan which aims to build on the above-mentioned activities.

The next Executive Director must bring an unwavering commitment to the advancement of participatory democracy through an explicit lens of racial justice. They will be a skillful organizational leader, manager, culture change agent, and fundraiser. They will also be effective in developing mutually enriching strategic partnerships and alliances; will have program delivery and assessment/evaluation experience; and bring strong financial acumen.

The location for this position is flexible. Ideally, the Executive Director will be located on the East Coast, allowing for ease of travel to Hartford with some regularity. Exceptional candidates from other locations will also be strongly considered.

A transition committee comprising board and staff has been created to identify Everyday Democracy's next leader. Everyday Democracy has retained Isaacson, Miller to assist in the search. Rebecca Swartz is leading this search with Chloe Kanas and Damla Williams, with

support from Kimberly Ho. Please direct nominations, inquiries, and application materials in confidence to the search firm at <http://www.imsearch.com/8147>.