



Executive Director

THE OPPORTUNITY



Rebuilding Together NYC seeks an energetic, high stature professional to guide the organization in its rapid trajectory from a local grassroots organization to a leading force in the New York City housing revitalization movement. The Executive Director will be a multi-talented leader possessing the skills to strategize, operationalize, diversify fundraising, and inspire and manage a growing staff.

Rebuilding Together NYC's mission is to transform the lives of low-income New Yorkers by improving the safety and health of their homes and revitalizing their communities. Dedicated to the preservation of affordable housing for low-income residents of New York City, Rebuilding Together NYC connects volunteers and skilled tradespeople with low-income homeowners and community members to provide necessary home repairs, accessibility modifications, and community center renovations free of charge to recipients. They also provide construction workforce training and job placement services for low-income residents and are a leader in community revitalization advocacy.

In order to align resources with Rebuilding Together NYC's many initiatives, the Executive Director will be an energetic representative, adept at conveying the vital importance of the organization to funders, grassroots organizations, government partners, media, and philanthropic constituencies.

Rebuilding Together NYC has retained [Freeman Philanthropic Services, LLC](#) to assist on this important recruitment.

ABOUT REBUILDING TOGETHER NYC

Rebuilding Together NYC is a 501(c)(3) nonprofit organization for safe and healthy housing that provides repairs and modifications to low-income homes and nonprofit facilities. With an annual budget of approximately \$3.4million, Rebuilding Together NYC rehabilitates the homes of low-income, elderly, and/or veteran homeowners living in the five boroughs of New York City.

Rebuilding Together NYC is one of approximately 200 Rebuilding Together, Inc. affiliates nationwide. Founded in 1988, the national office for Rebuilding Together, Inc. is headquartered in Washington, D.C. and is the largest volunteer-based home rehabilitation organization in America. Each regional affiliate is a standalone organization within the Rebuilding Together network.

Major Initiatives of Rebuilding Together NYC

Since 1998, the **Critical Home Repairs** projects conduct home assessments and develops scopes of work to rehab homes that prioritize health and safety. Rebuilding Together NYC conducts major repairs for those who do not have the resources to fix dangerous conditions so that all New Yorkers can living in warmth, safety and with independence. The organization also focuses on helping to rebuild after disasters, such as Hurricane Sandy.

The **Community Center Renovations** program recognizes that community centers and public spaces are extensions of our living spaces, especially in a city as densely populated as NYC, and are vital to our physical, mental, and social health. Rebuilding Together NYC partners closely with community leaders and organizations to help build strong, sustainable neighborhoods by providing interior community center repairs, basketball courts, murals, landscaping, the construction of raised garden beds, and more.

The **Accessibility Modifications** initiative provides accessibility upgrades for low-income elderly and/or disabled residents so that they may remain in their homes or return from institutional care. Rebuilding Together NYC provides accessibility modifications for nearly 50 New Yorkers annually, including wheelchair ramps and lifts, stair glides, handrails, grab bars, and ADA compliant bathrooms.



During Neighborhood Revitalization events, following the old tradition of a community barn raising, Rebuilding Together NYC brings together hundreds of volunteers to provide repairs and accessibility modifications in multiple homes, renovate community spaces, and install solar powered, motion sensor lights in one NYC neighborhood each Spring and Fall. In the past few years, **Neighborhood Rebuilding Days** have revitalized Gerritsen Beach, Coney Island, Red Hook, Canarsie, Brownsville, the Rockaways, Jamaica, and Staten Island neighborhoods.

In 2017, Rebuilding Together NYC joined with community partners in Brownsville, Brooklyn to launch **Deep Dive: Brownsville**, a neighborhood initiative that brings housing, community, and workforce training services to Brownsville in a coordinated way.

Rebuilding Together NYC improves community safety by installing solar powered, motion sensor lights on the exterior of homes, community centers, and businesses. The **Light It Up** program began in the aftermath of Hurricane Sandy, when Coney Island residents requested increased safety measures as they recovered from the storm. Solar light fixtures help keep dark areas lit at no cost to the environment or the community.



Rebuilding Together NYC recognizes that the ability to gain permanent employment and earn a living wage is key to the maintenance of safe and healthy homes and neighborhoods. Providing professional development opportunities through the **Workforce Training and Program** is an essential component of the mission to preserve affordable housing and build sustainable communities.

In addition, Rebuilding Together NYC's Associate Board is a group of motivated and engaged individuals from a range of industries who are interested in giving back to local communities and cultivating a more inclusive and sustainable New York. Members participate in rebuilding volunteer projects, contribute their skills and expertise to support our mission, plan and host fundraising events, and recruit new volunteers and individuals for the organization.

NYC Outreach and Fundraising Events

Rebuilding Together NYC raises funds through foundation and government grants, traditional direct corporate fundraising, website and social media, sourcing free materials and labor (whenever possible), and through the events below. In addition, Rebuilding Together NYC's Associate Board is a group of motivated and engaged individuals from a range of industries who are interested in giving back to local communities and cultivating a more inclusive and sustainable New York. Members participate in rebuilding volunteer projects, contribute their skills and expertise to support our mission, plan and host fundraising events, and recruit new volunteers and individuals for the organization.

The Coming Home Gala is the largest single fundraising event of the year. Now in its 5th year, the event, held at The Yale Club in Midtown, includes a cocktail hour, multiple awards, a four course dinner, a silent auction and a live pledge drive. The event focuses on the real estate and construction industries, although appeals to a wide range of Rebuilding Together NYC's funders and partners.

The annual **Golf Outing** and tournament is one of Rebuilding Together NYC's favorite and longest running fundraising events. The event connects partners and supporters across industries, raising awareness of Rebuilding Together NYC's work, and fostering engagement in the mission.



She Builds is an annual community service networking event led by a group of real estate executives with Rebuilding Together NYC designed to bring visibility to helping low-income women, children, and families in New York City, who despite being the majority of the city's homeless population, are often excluded or made invisible within the mainstream narrative.

Stand Up for Housing and Jobs is an evening of comedy, cocktails, and community-based collaboration to support Rebuilding Together NYC's mission through fundraising and volunteer recruitment. This event is hosted by the Associate Board and is in its first year.

LEADERSHIP

BOARD OF DIRECTORS

Rebuilding Together NYC's Board of Directors is composed of accomplished professionals in a broad swath of sectors who share a passion for preserving safe and healthy homes within vibrant neighborhoods for all New Yorkers.

A full Board of Directors list is available at: rebuildingtogethernyc.org/who-we-are#board-of-directors

STAFF

Rebuilding Together NYC is staffed by over a dozen highly dedicated and multi-talented individuals, who are committed to providing positive and productive opportunities for volunteer and corporate supporters to improve housing and community space in the five boroughs of New York.

More detail on staff is available at rebuildingtogethernyc.org/who-we-are#staff

IMPORTANT & REPORTING RELATIONSHIPS

The Executive Director will report to the Chairman of the Board and be accountable to the Board of Directors.

As lead spokesperson, the Executive Director will work closely with a PR Firm hired on retainer.

As Executive Director to the New York City affiliate of Rebuilding Together, Inc., the successful candidate will interface with the Washington, DC office staff.

KEY OPPORTUNITIES & CHALLENGES

Rebuilding Together NYC seeks a professional with both the capacity and the demonstrated track record to respond effectively to the following opportunities and challenges:

- Rapidly gain a thorough understanding of the scope, history, current initiatives, and goals of Rebuilding Together NYC in order to refine and implement a strategic plan for diversifying funding and growing the organization;
- Enable existing board members to grow and support diversification of the Board of Directors;
- Inspire and coalesce staff around short- and long- term goals including fundraising, volunteer engagement, and growth;
- Oversee the planning, implementation, and evaluation of the organization's programs, events, and services;
- Champion Rebuilding Together NYC's mission with existing and newly identified funders, communicate regularly with funders, and aggressively build new relationships and revenue sources to enable Rebuilding Together NYC to grow;
- Proactively engage in public policy related to Rebuilding Together NYC interests as an advocate, organizer, and coalition builder;
- Establish credibility with Rebuilding Together NYC constituencies to gain an understanding of the organization's substantive priorities and goals, continuing the translation of those priorities into successful major gifts level fundraising initiatives;
- Collaborate with the Board and senior leadership to develop an annual operating budget.
- Establish clear, ambitious but achievable fundraising goals for Rebuilding Together NYC; creating timelines, proposals, and presentations;
- Manage a portfolio of prospects, including identification, strategy, cultivation, solicitation, and the closing of key gifts;
- Further develop and promote the Rebuilding Together NYC brand;
- Ensure proper acknowledgment and recognition for principal gifts contributors, as well as to ensure that reports, regular communications, and recognition events are handled effectively and efficiently;
- Serve as an effective spokesperson and representative for Rebuilding Together NYC in external events and for its funding priorities;
- Maintain sound financial practices and collaborate with the Board and third-party auditors for RT NYC's annual audit;
- Perform other job related duties as requested.

IDEAL EXPERIENCE & QUALITIES

The ideal candidate will possess the following qualities:

- Intelligence, confidence, compassion, and ability to apply the experience of traditional development craft to an enterprise in transformation mode;
- Track record of successful solicitations and closure of major gifts from individuals, including the design and execution of the identification, cultivation, solicitation, and stewardship strategies and the effective involvement of leadership and volunteers in those activities;
- Passion, stature, and integrity necessary to effectively support and steward partnerships with, philanthropists, volunteers, donors, and prospects;
- Entrepreneurial, an independent thinker who has the drive and passion to advance Rebuilding Together NYC's mission;
- Experience engaging internal and external stakeholders, ideally in an organization during a period of substantial growth;
- Comprehensive fundraising experience, with a strong emphasis on major gifts, but also exposure to and understanding of corporate, foundation, and government relations;
- Must be proficient with budgeting and understand the nuances and compliance issues of handling a variety of funding streams including government and foundation;
- Multipotentialite, equally comfortable in delegating and hands-on roles;
- Superb communication skills (written, oral, and listening) with diverse audiences and constituents;
- Collaborative style and flexibility, ability to adapt to changing priorities, and multi-task to meet deadlines;
- Able to direct and manage outside vendors, when applicable;
- Bachelor's degree required. Master's degree preferred.
- Ten or more years of nonprofit leadership experience or the equivalent in other similar industries.

COMPENSATION & BENEFITS

The Executive Director's compensation package will be competitive and commensurate with the successful candidate's background and experience. Rebuilding Together NYC offers a fulfilling work environment. Rebuilding Together NYC is an Equal Opportunity Employer committed to providing equal employment opportunities without regard to race, creed, color, national origin, sex (including pregnancy), age, veteran status, sexual orientation, or disability. The organization offers a full benefit package as well as paid time off.

FREEMAN PHILANTHROPIC SERVICES

Freeman Philanthropic Services, LLC is a national leader in executive recruitment for the nonprofit sector and brings a proven track record of recruiting top talent to diverse organizations. Please visit FPS' website (www.glfreeman.com) for more information.

CONFIDENTIAL INQUIRIES & HOW TO APPLY

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Please send all confidential inquiries, applications, and nominations directly to FPS via e-mail at RT-NYC@glfreeman.com.

All applications must include (1) an up-to-date resume (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.