Position Announcement – March 2026
Executive Director
Youth Mission Co

Youth Mission Co (YMCo) seeks a visionary and transformational Executive Director to take the organization to the next level as it offers programs of mission, immersion, creativity, and transformation for young people.

The Organization:
The YMCo vision is one where youth are provided space and opportunities to see and understand the pain and suffering in the world via both physical labor (such as cleaning, landscaping, or sorting food) and relational experiences (such as providing hospitality and friendship to our neighbors living on the margins). YMCo offers room to practice being compassionate people in the world. YMCo is intentional to guide young people as they reflect on their immersion experiences, the Scriptures, and their own beliefs, and then help them to express their thoughts and feelings creatively.

The programs of YMCo are a means by which young people are made aware of the injustices in the world, how those injustices happen, how they keep happening, and how God is calling everyone to change things. The programs of YMCo aim to help youth transform how they see themselves, the world, and their role in it. The YMCo vision is that because of the ministries provided, lives are changed. Communities are changed. The Church is changed. The world is changed.

The "Co" in Youth Mission Co stands for:

- **Co**ordination of mission immersion experiences for young people
- **Co**llaboration with dozens of agencies in each of our program locations of Asheville, NC, Atlanta, GA, Charleston, SC, Raleigh, NC, and Memphis, TN
- **Co**nnection with hundreds of churches across the country from a variety of denominations including Presbyterian, Episcopal, United Methodist, Disciples of Christ, Lutheran, United Church of Christ, and Cooperative Baptist Fellowship.
- **Co**llection of social justice and artistic resources for youth groups and adults in youth ministry.

Youth Mission Co is about loving our neighbors and empowering young people to use their God-given gifts in the world. YMCo looks at both the symptoms of injustice and the systems that perpetuate them. YMCo is also focused on answering God's call to create a more just and compassionate world.

- We understand **mission** as God's call in the lives of all people to seek justice, love kindness, and walk humbly in faith.
- We see **creativity** as a tool of understanding and growth because it gets us outside of ourselves and in connection with the Spirit.

- We know **transformation** to be a lasting change– in a person, a group, a community, a world. It's what God provides when we are open to new possibilities.

The core values of YMCo are Christian Servanthood, God's Call for Social Justice, Creative Reflection and Expression, Relationships, and Professionalism.

Programming includes several summer weeks of mission immersion for youth groups coming to visit one of the 5 YMCo sites from churches across the country. Youth and college groups from churches and schools are also hosted sporadically during the school year. These experiences are curated and led for our groups that include volunteering at a variety of agencies and ministries throughout each site's local area. These experiences also include justice-oriented and biblically based debriefing programs that YMCo staff plan and lead. Debriefing programs are designed to connect the work of the groups to the values of their Christian faith and inspire them to continue this work in their home contexts.

Each year Youth Mission Co works with approximately 1,000 youth. Our groups regularly serve in dozens of local ministries that feed those who are hungry, promote health, offer clothing, and aid the oppressed. A more intangible impact of Youth Mission Co's programs is the difference these experiences make in the lives of the individual participants. Youth group members have had their lives changed through their participation in our programs. Some have grown up to become pastors, social workers, and working in many other fields with their YMCo experiences as a formative part of their world view.

Youth Mission Co is led by a diverse board of directors made up of 10 members and a dedicated staff of 8 plus 10 summer interns. The annual budget is approximately $400,000.

Position Summary

Youth Mission Co's Executive Director will be the key player in growing the organization strategically, ensuring the organization's financial and operational health while overseeing the provision of high-quality youth mission programming, community engagement, and board management.

The Executive Director reports directly to the Board of Directors and supervises the Director of Administration and the five Site Directors.

The incoming Executive Director will succeed co-founder and Executive Director Bill Buchanan who is retiring in September. He has led the organization effectively since 2008.

While the organization's office is currently located in Asheville, NC the board is open to having the new Executive Director located at one of the other 4 sites or at a location in the Southeast that is convenient to traveling frequently to all 5 current sites.

Priorities for the new Executive Director

The new leader will lead the organization in focusing on the following priorities within the first 12-18 months of their tenure:

- Get to know the staff members, sites, associated partner agencies, and youth group leaders
- Maintain high quality curriculum and programming
- Achieve greater financial sustainability by securing new revenue streams and evaluating the finances
- Develop a plan for implementing internal nonprofit best practices

Primary Responsibilities

Organizational Strategy and Leadership

- Responsible for the overall impact of Youth Mission Co.
- Maintain alignment between the overall vision, mission, and core values of the organization and our work of coordinating mission programs.
- Leads long range planning and visioning, in partnership with the Board of Directors and staff.
- Provides advice, counsel, and support to the Board of Directors, and helps maintain and leverage an engaged, powerful board.

People Development and Cultural Leadership

- Hire, manage, lead, retain, and empower a high-performing team enabled by a culture rooted in the mission and values of the organization.
- Oversee the systems and processes related to human resources, staff benefits, payroll, etc, in partnership with the Director of Administration.

Fundraising and Development

- Refine and enhance Youth Mission Co's fundraising strategy, including short and long-term goals for individual donors, grants, and earned income.
- Manage, cultivate, and retain a solid donor base through quality relationships.

Communication and Advocacy

- Be the lead spokesperson for Youth Mission Co via inspiring verbal and written communication skills and experience.
- Oversee outreach to both youth groups and their leaders as well as local mission partners, in partnership with the Social Media Manager.

Finance and Operations

- Ensure effective and organized systems, in partnership with the Director of Administration, are in place to track progress to goals, evaluate programs. components, and communicate outcomes to the board, funders, and constituents.
- Manages budget development, financial forecasting, and mitigates financial risk in partnership with the Board of Directors.

The strongest candidates will have these qualifications:

- **Commitment to and passion for the Youth Mission Co vision, mission, and values.**
- **Strategic nonprofit leader** - Experience as a nonprofit senior leader who has managed staff and used global thinking to navigate organizational complexity.

- **Extraordinary relationship-builder** - Skill in developing deep and influential relationships with community leaders, board members, staff members, donors, and other key stakeholders.
- **Successful fundraiser -** Proven track record in diversifying funding streams and donor portfolios to include both institutional and individual donors.
- **Effective communicator –** Strong leadership presence and expertise as a strategic communicator who can both create compelling messages that increase understanding and organization support and listen deeply.
- **Finance and human resource manager** – High-level financial knowledge and human resource expertise.
- **High level of emotional intelligence** – Accurately perceive and express yourself, personal confidence balanced with humility, empathy, integrity, develop and maintain social relationships, adapt to challenges, and use emotions in an effective way. Professional and personal style consistent with the supportive, open, collaborative team-oriented culture of Youth Mission Co.
- **Deep theological understanding** – appreciate and have understanding of faith and programming that nurtures and strengthens the faith of the young people being served.

Additional desired skills and experiences:

- Advanced degree in a related field - or other relevant experience in youth ministry.
- Curriculum development – Comfortable with designing mission-focused and age appropriate learning materials and methodologies

Compensation:

- Salary: $85,000
- Benefits:
    - Discretionary medical stipend: $800/month
    - Full-time flexible work schedule
    - Paid Holidays: 11 days
    - Paid Time Off: 20 days
    - Paid Sick Days: 6 days
    - Paid Continuing Education: 10 days
    - Paid parental leave: 30 days

To apply:

To apply, please send a resume and a detailed cover letter, that demonstrates the fit between your qualifications to the skills and experience above, in one pdf file using the following naming convention: "Your Last Name-Your First Name.pdf", via email only to:

Youth Mission Co Search Committee
search@youthmissionco.org

Please, no phone calls or snail mail.

The hiring process:
The position closes April 30, 2026. Selected candidates may be invited to multiple interviews conducted on Zoom and in-person in May and June. Ideally the new Executive Director will start work on or before August 15, 2026.

Finalists will be required to complete a criminal background check.

Candidates from diverse backgrounds are encouraged to apply. Studies have shown that candidates that are female and/or BIPOC are less likely to apply for jobs unless they meet all of the qualifications they find in the job description. We are seeking the best candidate for the job, and that candidate may be a person who comes from a less traditional background. We encourage you to apply even if you don't meet every minimum qualification described or are unsure if your experience could be considered related experience.