

Pauli Murray Center | Executive Director

The Organization: The Pauli Murray Center for History and Social Justice engages diverse communities to lift up the life and legacy of activist, legal scholar, feminist, poet, Episcopal priest and LGBTQ community member, Rev. Dr. Pauli Murray, in order to tackle enduring inequities and injustice in our nation.

Pauli Murray was the first African American woman ordained an Episcopal priest and the first African American to earn the JSD at Yale University. Murray was a founder of the National Organization for Women (NOW) and a prolific author and poet. Denied graduate school admission from UNC and Harvard Law, Pauli graduated at the top of their Howard Law School class.

The Center began as the Pauli Murray Project—a public humanities, community-based initiative of the Duke Human Rights Center at the John Hope Franklin Humanities Institute aimed at promoting open dialogue among Durham residents about the pressing issues of our time and their historical roots; documenting hidden stories of social justice activism; celebrating Pauli Murray’s life and legacy and continuing their work for social change.

Now an independent nonprofit organization that operates a nationally significant historic site at 906 Carroll Street in Durham, North Carolina, the Center connects experiences of the past to contemporary human rights issues, inspiring visitors of all ages to be like Pauli, by standing up, speaking out, and taking action based on their principles.

The Pauli Murray Center is currently renovating the Pauli Murray childhood home and the Education & Welcome Center that will be a part of our Durham historic site. The Center is open and welcoming to everyone: students, families, visitors to Durham, people of faith, aspiring young LGBTQ activists, civil rights lawyers, divinity school students, artists and poets, history-minded West End neighbors, scholars, and community leaders. Its programming encompasses public history, education, arts, and activism.

As one of 22 recipients of prestigious 2019 African American Cultural Heritage Action Fund Grant and one of 19 recipients of prestigious 2021 Andrew W. Mellon Foundation's Humanities In Place Grant, the Center is well positioned to advance its long-term vision of working collaboratively to move the Center to its next phase as an organization—creating a Center as an historic site, incubator, oasis, and sacred space.

The Opportunity: The Pauli Murray Center for History and Social Justice’s founding Executive Director of 10 years will retire at the end of 2022. The Board of Directors seeks a dynamic, experienced, mission-driven leader to build upon a very strong foundation to lead the organization in a manner that is deeply aligned with Pauli Murray’s legacy, values, and thought leadership.

The Executive Director is responsible for the overall leadership, strategy, and operation of the Pauli Murray Center. This work includes managing a growing budget (currently at \$625,000+) and team (currently 4 staff, a fellow, and a small team of contractors); leading fund development planning and implementation; developing and sustaining relationships locally and nationally; and maintaining a strong relationship with the Board of Directors.

Essential Responsibilities

Leadership and Management

- Develop a deep understanding of the organization's needs and create structures, systems, and processes that meet those needs in a manner that aligns with the Center's values
- Lead a growing multi-generational team of professionals, including employees and contractors who support programming and operations. (The staff is currently working remotely with the anticipated move to a hybrid environment in the next 9-12 months)
- Work with Managing Director, architects, and contractor to develop a visitor-ready historic site, including renovation of the historic Pauli Murray childhood home and Welcome & Education Center
- Work alongside the Board to build a collaborative, inclusive approach to organizational input and decision-making
- Work with the Board to set the organization's strategic direction to drive action and change in the spheres connected to the Pauli Murray Center's mission and vision; oversee implementation of the strategic direction
- Work with the Board treasurer and staff to set the organization's annual budget; secure board approval of the budget and oversee budget reporting

External Relations and Fundraising

- Connect members of the Pauli Murray Center's immediate, historically Black neighborhood community to the organization's programming
- Tell the story of Pauli Murray's legacy to broaden the knowledge and appreciation for Pauli Murray's accomplishments
- Promote the organization locally, nationally, and internationally to build good will for the organization and solicit partners
- Develop a structure and process for maintaining relationships with key constituents, ranging from funders to family members to nonprofit partners, sharing organizational successes and strategic direction
- Create and lead a fundraising strategy to include local and national funders (foundations and individuals that will support the work) with a plan for sustainability
- Complement the work of a to-be-hired development team member, developing and maintaining relationships with a range of current and potential funders
- Serve as the primary point of contact for relationships with K-12 and higher education, social justice organizations, and cultural organizations

Program Development and Oversight

- Advance the mission of the Pauli Murray Center by increasing visibility of Pauli Murray's thought leadership locally and nationally

- Play a key role in the organization's work to lead inclusive conversations about timely issues and topics connected to the Pauli Murray Center's mission and vision
- Lead staff team in the development of creative and engaging programming that advances the Center's mission
- Leverage the organization's history, building relationships with artists, activists, and scholars in support of programmatic offerings, both existing programs and new programs
- Oversee management of Pauli Murray Center facility, involving neighborhood relations, codifying relationships with key partners, and capital planning

Essential Requirements

- Demonstrated commitment to the Pauli Murray Center's steadfast mission to tackle enduring inequities and injustice in our nation
- Ability to create and hold space for the multiple identities held by Pauli Murray
- Bachelor's degree or equivalent leadership experience required; Master's degree preferred
- At least five years of senior nonprofit management experience; experience leading in the social justice context preferred
- Excellent communication skills, with a demonstrated ability to communicate and connect with a range of audiences, including those groups who have been historically marginalized
- Demonstrated experience cultivating donor relationships in the nonprofit sector
- Solid budget management skills, including oversight of budget preparation, analysis, decision-making, and reporting
- Strong organizational abilities including planning, delegating, and program development
- Familiarity with technologies related to team management, fundraising, and communication.

SALARY

Hiring range: \$85,000 - \$95,000

TO APPLY

We are committed to cultivating a workplace in which diverse perspectives and experiences are welcomed and respected. We are proud to be an Equal Opportunity Employer. We do not discriminate on the basis of race, ethnicity, color, religion, creed, ancestry, national origin, sex, age, disability, marital or veteran status, sexual orientation, gender identity or expression, or membership in any other legally protected class. We strongly encourage individuals with diverse backgrounds to apply.

Please submit a cover letter and resume to kelly@elinvar.com.

Applications will be considered as they are received and accepted until the position is filled. You are encouraged to apply promptly.