



Executive Director Impact Description January 2024

Organization and Position Overview

Franciscan Peacemakers provides a compassionate presence to women engaging in prostitution on Milwaukee's streets. By going to the street with our outreach van, distributing bag lunches and hygiene supplies, the Franciscan Peacemakers have built relationships of trust with women managing multiple traumas - poverty, sexual abuse and exploitation, addiction, and homelessness. Franciscan Peacemakers is a Catholic nonprofit organization that provides a pathway to healing for women survivors of sexual exploitation. This includes women engaging in prostitution due to trauma, human sex trafficking, or drug addiction regardless of or in the absence of religious affiliation. The service approach of Franciscan Peacemakers includes daily outreach, a two-year residential program, meaningful employment, and advocacy work. The organization's core value is humble service grounded in Franciscan Spirituality honoring the dignity of all people.

Our long-time Executive Director, Steve Przedpelski is retiring following more than 25 years of dedicating his life to this mission. The Executive Director of Franciscan Peacemakers is responsible for bringing to life the mission and vision of the Franciscan Peacemakers through servant leadership, effective management of personnel, financial oversight, and by nurturing relationships with survivors, foundations, donors, customers, other community providers and advocates, law enforcement, and the board. The Executive Director works under the counsel of the Board of Directors and in collaboration with staff, partners, volunteers, and donors. They will steadfastly focus on people and humanity.

To learn more, please visit us at: www.franciscanpeacemakers.org.



**START BY DOING WHAT'S NECESSARY, THEN DO WHAT'S POSSIBLE,
AND SUDDENLY YOU ARE DOING THE IMPOSSIBLE.**
- ST. FRANCIS OF ASSISI



Essential Responsibilities

Leadership and Management

- Collaborate with the board of directors to identify, create, and implement the strategic plan and budget to actualize the mission and vision of the organization.
- Identify, recruit, train, and develop the organization's leadership team.
- Oversee human resource support services including payroll, and benefits.
- Maintain oversight over facilities at 34th and Lisbon and oversight of vehicles used for outreach, social enterprise business, and resident transportation.
- Nurture the partnership with St. Bakhita Catholic Worker House for Clare Community Residence.
- Nurture the relationship with the Catholic Archdiocese of Milwaukee.
- Maintain appropriate liability, property, renters, and auto insurance and oversight of health and safety practices related to production in the Social Enterprise including OSHA and Hazardous Materials Maintenance compliance.
- Foster and support an environment of growth, teamwork, collaboration, recovery, and healing.

Fund Development and Finances

- Ensure overall funding for successful operation of the organization including grant funding, community and fundraising events, sponsorships, and donor appeals.
- Cultivate strategic funding relationships to fulfill long term funding and sustainability goals.
- Manage relationships with subcontractors providing services for corporate marketing and communications.
- Represent the organization at social and corporate events to communicate its vision and mission as well as strengthen the brand.
- Maintain financial oversight of the organization and ensure that employee and business practices comply with state and federal regulatory and legal requirements.

Advocacy, Outreach, and Education

- Present Franciscan Peacemakers vision and mission to the community through presentations, talks, and programs that build relationships, awareness and support for Franciscan Peacemakers, Clare Community, and the Social Enterprise.
- Create awareness of how Franciscan Peacemakers mission reflects Catholic Social Teaching principles of Human Dignity, Solidarity and Subsidiarity on the many social issues connected to human sex trafficking.
- Challenge the demand side of human sex trafficking in public conversation to help the community understand how to prevent sexual exploitation and protect vulnerable populations.
- Position the organization as a vital part of the collective work for healing the larger community from the injustice of sexual exploitation.



Qualifications and Skills

- Demonstrated servant leadership and management skills.
- Dedication to serving the Franciscan Peacemakers client population.
- Ability to: multitask, take initiative, communicate effectively, and be visionary, compassionate, collaborative.
- 5 years of demonstrated leadership experience.
- Passion to serve those in need, specifically with marginalized populations.
- Demonstrated experience with training & development, human resources, operations, financial budgeting and forecasting, and community engagement.
- Bachelor's Degree from an accredited institution or five years' experience in a relevant field.



Franciscan Peacemakers' Commitments

Franciscan Peacemakers provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression or any other characteristic protected by federal, state, or local laws.

- Franciscan Peacemakers can make contributions to retirement plan(s) and health plan(s) of your choosing.
- The annual salary range for this position begins at \$75K.
- All offers of employment are contingent upon clear results of thorough background and reference checks.
- All inquiries about, and interactions with, candidates are kept in strict confidence.
- Franciscan Peacemakers is an equal opportunity provider.
- This position will remain open until filled.



Instructions for Applicants

Interested applicants can email the following items, combined into one document, to FP@leadingtransitions.com no later than **1:00 p.m. CT January 31, 2024**: A letter describing your qualifications for this position and your interest in Franciscan Peacemakers' mission, a detailed and updated resume and the names of, your relationship to, and the contact information for, three professional references.

*References will not be contacted without candidate permission.

Peace +
all good



Leading Transitions is committed to the vitality and growth of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring new diverse opportunities.