

Pathways **to** → Independence

Position Announcement →

Pathways to Independence is a highly respected nonprofit serving individuals with intellectual and developmental disabilities (I/DD) through social connection, skill-building, and community engagement. Our work helps people who are too often overlooked find belonging, build confidence, and create meaningful friendships and opportunities.

We are seeking an **Executive Director** to lead Pathways into its next chapter. This is an exciting opportunity for a mission-driven, relationship-oriented leader who thrives in a hands-on role and values both operational excellence and a healthy, supportive culture.

What you'll find at Pathways to Independence

Pathways is a strong organization with a talented team, an established and impactful program model, a solid financial position, and a respected presence in the community. Demand for our services continues to rise, and we are eager to thoughtfully plan for sustainable growth while maintaining the personal, welcoming approach that defines Pathways.

Known for a strong mission focus, capable staff, and a culture where people genuinely enjoy working together, Pathways supports more than 235 participants with 10 full-time and nine part-time staff and a \$1.2M budget. The next Executive Director will build on this solid foundation and help guide Pathways forward with clarity, confidence, and care.



Pathways **to→** Independence

Executive Director Position →



How you'll lead

As Executive Director, you'll be the face of the organization and set the vision and pace - building trust with staff, board, and partners while staying closely connected to the work itself. You'll balance big-picture leadership with hands-on work in key areas of operations to keep the organization moving forward.

Key responsibilities include:

- Lead and support a high-performing staff team through collaborative, transparent leadership.
- Oversee operations and organizational management, including budgeting, financial oversight, HR, and systems.
- Drive fundraising and resource development, including major donor stewardship and grant strategy.
- Strengthen external visibility and partnerships across the I/DD and nonprofit community.
- Work closely with the Board of Directors to advance Pathways' mission, strategy, and long-term sustainability.
- Champion a positive workplace culture that values autonomy, teamwork, and shared decision-making.

Who will thrive at Pathways

The ideal candidate will be a hands-on leader who is comfortable owning day-to-day operations while empowering staff and avoiding micromanagement.

The strongest candidates will bring:

- Strong financial and business acumen, with experience managing nonprofit budgets and cash flow.
- Comfort leading operational functions directly, including HR and basic IT/vendor management in a small organization.
- Proven success in fundraising and relationship-building with donors and community partners.
- A collaborative leadership style, empowering staff, and building trust.
- Experience in I/DD or a strong commitment to learning the field.
- The ability to balance strategy and execution in a small, agile organization.

Compensation

The position is offered at a starting salary range of \$130,000 - \$150,000 plus excellent benefits.



To apply

Submit your resume to search@emdconsulting.com by March 13, 2026.