

POSITION

ANNOUNCEMENT

DELMAR DIVINE

EXECUTIVE DIRECTOR

**Building community. Growing impact.
Seeking the leader to take us further.**

About Delmar DivNe

Launched in 2021 as one of St. Louis City's most significant investments in its economic growth strategy, **Delmar DivNe** stands as a nationally recognized model: a first-of-its-kind campus designed to accelerate the impact of organizations working to close the disparities of unequal investment in the people and places of St. Louis.

Strategically located and spanning an entire city block on the north side of Delmar Boulevard in the West End neighborhood, the \$100 million Phase 1 campus brings

300,000 square feet, including more than 40 nonprofit organizations, together on one campus to spark collaboration and innovation. Beyond the expansive nonprofit community, **Delmar DivNe** is home to 150 affordable apartment units. Upon completion of 120,000 square feet of additional space in Phase 2, the total footprint will include 420,000 square feet of community programming space and a total of 231 apartments.

Delmar DivNe is not a traditional nonprofit. It is a campus, a movement, and a platform. Its programs are designed to break down silos, strengthen organizations, and activate the community's power. **Delmar DivNe** is a neighborhood within a neighborhood. The initiative draws strength from its deep roots in a vibrant, diverse, and multigenerational West End neighborhood and from the vision of Maxine Clark, **Delmar DivNe's** Founder and Chief Inspirator.



HOW YOU'LL LEAD

MISSION

In combination with programs developed with neighborhood stakeholders, Delmar DivINe is redefining the West End and beginning to replace decades of neglect with innovation, development and sustainability.

The Opportunity

Delmar DivINe is inspiring true change in the West End neighborhood and sits at an inflection point. Phase 1 of the campus is fully operational, with strong tenant occupancy, established programs, and a celebrated presence across the region's nonprofit and civic community.

Phase 2 construction, estimated to be a \$50 million project, will begin in Fall 2026. Included in this final phase of development are:

- 81 apartments, bringing the campus total to 231 units
- 16,000 additional square feet of customizable office space for nonprofits
- 8-12 ground-level office and/or community spaces

- Gymnasium/auditorium, outdoor activity area, and pickleball courts

This is the moment to bring on a new leader who will guide the organization through this transformation and shape the future of this inspirational project.

The incoming Executive Director will inherit a strong foundation: a committed staff, a compelling mission, and one of St. Louis's most exciting community

development projects. The opportunity to build on that foundation by enhancing the current revenue base, improving philanthropic giving, creating new community partnerships, developing operational efficiencies, and strengthening the development's brand will provide for long-term financial independence and expanded community impact.



THIS IS A BUILDER ROLE

The next Executive Director will be an operational troubleshooter, strategic partner, community presence, and inspiring fundraiser. The successful candidate will be someone energized by the challenge of growing something exceptional.

Candidate Profile

Entrepreneurial Leader

The ideal candidate brings an entrepreneurial mindset, high energy, an ability to develop staff, and a drive toward the organization's inspiring vision. They will evolve existing systems, recruit key talent, and thrive in a fast-paced, growth-oriented organization. The new leader should demonstrate a curiosity that inspires growth opportunities.

Financial and Operational Acumen

The ED will oversee a complex financial structure that includes tax credits, debt and equity funding, and real estate project finance. Experience with this level of financial complexity, or a demonstrated ability to manage it with strong support, is important.

Strategic Growth and Revenue Builder

The successful ED will drive growth through an earned income strategy. They will help drive a culture that supports a successful staff team and expand revenue from tenants, participants, and partners.

Fundraiser

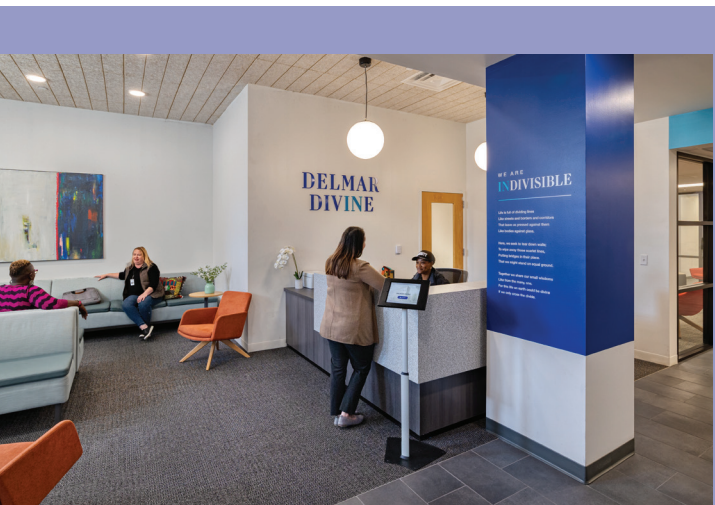
The next ED will be a proven fundraiser with a track record of personally cultivating, soliciting, and closing major gifts. This leader will bring experience across fundraising channels (major gifts, institutional funding, corporate partnerships, and capital campaigns) and the drive to grow [Delmar DivINe's](#) already committed and strong founding funder base. The next ED will be the organization's primary storyteller and someone who truly enjoys meeting new people to share the [Delmar DivINe](#) story.

Community Presence and Mission Alignment

[Delmar DivINe](#) exists to address the persistent inequities of St. Louis's Delmar Divide. The next ED will bring a commitment to social justice, racial equity, diversity, and inclusion. They will have authentic community relationships and the public presence to represent that mission with credibility and conviction.

Partner and Governance Builder

The ED will work closely with the Board to strengthen [Delmar DivINe](#).



The Role

The Executive Director brings deep leadership experience across sectors, is as comfortable in one-on-one conversation as addressing a crowd and has a demonstrated record of creating accelerated growth. This is a leader who builds well, leads well, and makes a lasting mark.

The ED holds responsibility for fundraising strategies, culture, operations, financial sustainability and community leadership, and works in close partnership with Founder Maxine Clark.

Revenue growth, through earned income and fundraising, is key. In conjunction with a new

strategic approach to fundraising, the new ED will hire the organization's first Director of Development later in 2026.

The ED will lead a team of five current direct reports, oversee the financial health of a complex organization, provide oversight for Phase 2 construction and leasing, serve as a visible community ambassador for **Delmar DivINe's** mission, and support the Board.

Compensation

This position will offer a starting salary range of \$165,000-\$205,000 and an attractive benefits package.

To Apply

EMD Consulting Group is facilitating this search on behalf of **Delmar DivINe**. Submit a resume and letter of interest to search@emdconsulting.com.

Candidates will be considered on a rolling basis; early applications are strongly encouraged. The application period closes July 31, 2026.

