



## BOY WITH A BALL

**Boy With a Ball (BWAB)** is a faith-based youth, family and community development organization currently implementing our main program, **Love Your City**, with young people and their families in Jamaica Plain, MA. Founded in 2017, **BWAB Boston** recruits volunteers from across the city who are trained to go into economically disadvantaged communities in regular outreach centered on appreciative inquiry that leads to co-creating mentoring relationships and small groups to help entire neighborhoods rise as the young people within them rise through education to reach their dreams.

Boy With a Ball is unique in that it's both a high-impact, faith-based ministry team and an innovative, effective non-profit that makes a difference in the lives of young people, their families, their communities and every sector of a city. This ministry team grows in **Five Things** related to knowing and following Jesus, all of which help the team to function like a league of superheroes. As a highly effective non-profit organization, **BWAB City Teams** put these **Five Things** into practice as they implement **Love Your City** and grow their organizational capacity through what we call, "**The Nine Squares.**" These include: *Team Development, Program Design and Implementation, Financial Management, Fundraising, Evaluation, Monitoring and Learning, Communications, Human Resources, Board Development, and Volunteer Development.*

As part of the **BWAB Boston** team, a great Program Director will have a heart for collaboration as they work alongside the team to grow in faith, implement strong business skills, fundraise, communicate effectively, and learn continually.

### POSITION SUMMARY

**Position:** Program Director, part-time (10-25 hrs/wk) or full-time, reporting to BWAB Boston City Director.

**Job Summary:** Under the supervision of the BWAB Boston City Director, the Program Director will team with the City Director to build, grow and lead a dynamic ministry team while leading the overall development, management and operation of **Boy With a Ball (BWAB) Boston** as a non-profit organization. The **Program Director** will help guide the team and organization to attract volunteers (*those who will go*) and partners (*those who will give*) to implement **Love Your City**, a proven model for transforming communities powered by relationships. **Love Your City** begins with the team and volunteers going out into an economically disadvantaged community in weekly

community walkthroughs. These walkthroughs are used to build friendships and to learn the major challenges facing youth and their families within the community. Over time, volunteers and team members build relationships of trust that allow them to gradually invite community members into mentoring relationships that can help them overcome any obstacles to reaching their dreams.

Alongside these mentoring relationships, small groups are formed around community members facing similar opportunities or challenges including tutoring centers, ESL classes, GED classes, single mom groups, women's groups, young men's groups, young women's groups, financial management classes, job skills development groups and any other types of groups that match the needs of the community with the assets we can find to help. Over time, these efforts create opportunities for businesses, churches and other stakeholders to fund, volunteer and to provide other types of support until the community is transformed in measurable ways.

### **Essential Duties and Responsibilities:**

#### **Growing and Leading a Team “Like a League of Superheroes” to Drive Our Work (40%)**

1. Able to grasp the vision and communicate it to inspire it's implementation by the team, staff and board of directors to help **BWAB** accomplish its organizational and operational goals.
2. Lead the team and staff in developing ministry, program, organizational and financial objectives and to carry out plans and policies in collaboration with **BWABG** and the local board.
3. Develop a strong team, staff and volunteer base for all of the organization's activities including program and administrative tasks. Promote active and broad participation by volunteers in all areas of the organization's work.

#### **Recruit & Develop Volunteers & Donors to Implement Love Your City/Velocity (30%)**

1. Strategically reach out into the community to connect with, recruit, involve and keep volunteers and donors.
2. Maintain a climate that attracts, keeps, and motivates a diverse staff of top quality people with a flow of program participants growing to become volunteers and a flow of volunteers growing to join the **BWAB** team.
3. Plan, organize and implement **BWAB** fundraising efforts in collaboration with the local Board of Directors to meet, to win the hearts of community members and help them find their place in **Love Your City** to maximize the level of annual contributions to meet budgetary and programmatic requirements.
4. Develop and maintain thriving working relationships with sponsors, partners, and funders.

5. Initiate and coordinate strategic partnerships with other organizations and local governments that share the mission of **BWAB**.
6. Continually communicate the growth of the organization with funders and volunteers.

### **Work With Staff, Board & Volunteers to Build a High Impact Non Profit Organization (30%)**

1. Work with the team and staff to grow the organization into a mature organization, doing everything well (implementing **BWAB's The 5 Things, Love Your City** and **The 9 Squares** well) while completing all **BWABG** membership requirements including monthly assessments, weekly support calls, attending the annual **Love Your City Conference** and more.
2. Onboard and train all staff, community volunteers, and interns.
3. Work with program staff to strategically identify needs and to develop innovative methodologies to meet those needs that can be replicated on a larger scale.
4. Capture data for all **BWAB** activities and enter into the **BWABG** evaluation database in a timely use and work to promote synthesizing that data into actionable analysis.

### **Qualifications:**

- Experience in ministering to at-risk communities and including outreach with a working knowledge of youth, family & community development
- Successful fundraising experience as position involves personal fundraising and organizational fundraising
- Demonstrated ability to recruit, develop and lead a diverse staff
- Demonstrated ability to communicate vision and mission effectively with a wide variety of people
- Cross-cultural agility including finding and utilizing tools appropriate to diverse contexts
- Comfortable in start-up, transitional situations where boundaries are less formalized
- Committed to following Jesus and to living out Christian principles
- Devoted to being discipled, discipling others and discipling others into discipling others
- Dedication to teaching, training while “going together”
- Committed to deep, lasting relationships in every aspect of the work including: working collaboratively, mutual accountability and “life together”
- Excellent delegator who is continually “working themselves out of a job”

**Salary:** \$35,000 to \$55,000 commensurate with experience. Benefits include: Vacation time, personal days, paid holidays, sick time, and a supportive work environment.

**How to Apply:** Interested candidates must be authorized to work legally in the United States. Candidates should submit their resume and cover letter to

*melissa.long@boywithaball.com*. Please include the position, **BWAB Boston Program Director**, in the subject line of the email. No walk-ins or phone calls please.

*Boy With a Ball Boston is an equal opportunity provider and employer. We value having a diverse staff who are representative of the community we serve and bring to our organization a variety of traditions, experiences, and points of view. Individuals of all backgrounds are strongly encouraged to apply.*