



Interim Director Sought to Grow a Popular Start-up into a Strong Institution

Help turn a scrappy, popular start-up into a burgeoning, strong institution. This Interim Director role is perfect for a leader who wants to spend their next 2-4 years building the foundational partnerships, systems, processes and fundraising needed to create a solid organization that can flourish, bringing joy to thousands for decades to come.

This new role is being funded directly by the Board of a newer-but-proven nonprofit to take the organization to the next level.

ABOUT WHAT CHEER FLOWER FARM

What Cheer Flower Farm, a 501c3 nonprofit, has spread joy, solace and healing across Rhode Island since 2018 by growing, rescuing and giving away 100,000 flowers per year to food banks, hospices, recovery centers, shelters and to at-risk youth and seniors. Based in Providence, the Farm is remediating former factory land in a busy urban location. The Farm's small staff are supplemented by eager volunteers and an involved Board.

The Farm does not sell flowers; it's funded by donors, grants, sponsors and two annual events. In addition, the Farm has a significant earned income potential with related offerings. Its four-year growth plan includes launching these, as well as significantly expanding partnerships, fundraising and operations, and, lastly, founding a floral trade school on site.

ABOUT THE INTERIM DIRECTOR ROLE

This new role is focused on leading the Farm through a major leap forward. Now that the Farm has proved its concept using just a corner of the 2.7 acre urban site it owns, the Board is launching an expansion project, turning the rest of its land into new fields and facilities.

The Interim Director doesn't need to have any farming or floristry background (those experts are on staff). You need to be great at taking start-ups to the next level. This includes:

- Managing a small, tight team together with 100+ volunteers
- Significantly expanding fundraising and revenues
- Launching new product lines

- Mushrooming our partnerships footprint
- Improving systems, processes, procedures and budgets for operations and administration
- Turning a \$350k organization into a \$1.35 million organization

You will also head outreach, ensuring the Farm and its programs and events become high profile across the state and region, garnering additional government, partner and broad public support. This is a role for someone who can roll their sleeves up to run a small organization while also being able to look up and reach out to inspire a community-wide involvement in our future.

The Interim Director reports directly to the Board. In 2023, your staff will include three full timers in farming, floristry and deliveries, as well as one fulltime operations manager. Your parttime team will include a bookkeeper, event designer and media relations contractor. Lastly, you will serve as an advisor to the Board's Building Committee and coordinate with their Owner's Rep running the site remediation project.

THE IDEAL CANDIDATE

This is a role for someone who has already proven they can succeed in a change and growth management position while increasing revenues.

This role is specifically designed to last two-four years, during a period of significant growth. Afterward, you may seek to transition to Executive Director in order to stay and run the organization you will have helped build, or you may want to move on to your next high-growth challenge.

Making a difference in people's lives and in the statewide community is part of your personal mission. You are entrepreneurial by nature -- you make things happen. You have a strong interest and experience in bridging the gap between ideas and practical execution, including exceptional project management skills.

Lastly, you understand that you will be creating this growth within the organization's mission guidelines and to the Board's blueprint. We are not looking for so much as a new ideas person as we are for a leader who can help make exciting dreams a reality.

Although you may or may not have led a charitable nonprofit, your experience includes 501c3 Board work and significant nonprofit fundraising, as well as a keen interest in applying best practices in management and operations. You should be great at networking and creating partnerships, as well as have public speaking experience. A solid knowledge of business administration, from HR to financial management to marcom and IT is required. Backgrounds in education, project management and/or as a successful organization founder may be applicable. A driver's license and vehicle are required for off-site meetings. Spanish language fluency is a bonus.

The Farm is open and operating year-round. Although you may be able to occasionally work from home, you will need to be on site routinely to interact with staff, meet visitors, etc. The Farm is open Saturdays and occasional Saturday work will be required (with commensurate time off on a following weekday.) Some evenings will be required for Board meetings, networking and the like.

Although it is possible to commute from a neighboring state, Rhode Island residency is strongly preferred.

SALARY AND BENEFITS

This is a salaried, fulltime at-will position. The salary range for this position is \$120-140k depending on experience. This cap will not be exceeded. (Note: This is substantially higher than most relevant nonprofit roles in Rhode Island, and is not necessarily indicative of what a future Farm Executive Director role might be compensated at. This is a Board-funded, foundational investment in the future of the organization.)

Benefits include \$500/month toward healthcare insurance, paid holidays and three weeks' vacation per year.

HOW TO APPLY

Please apply at <https://forms.gle/ajSwyx8Tuj5qAKdaA>

All applications will be held in confidence. We will review all applications and send out requests for interviews in October, with the goal is making a decision and formal offer by early November.