

**President & Chief Executive Officer**  
**United Way of Champaign County**  
**Reports to:** Board of Directors

**Organization Overview**

With over 100 years of service, United Way of Champaign County brings people and resources together to create positive, lasting change. As the largest non-governmental funder of local nonprofits, United Way addresses complex community needs with strategic solutions and data-driven results.

**Position Summary**

The President & CEO serves as the chief executive and strategic leader of United Way of Champaign County. This role drives community impact, leads resource development, ensures operational excellence, and represents the organization in public, private, and nonprofit sectors. The CEO is a dynamic leader who fosters collaboration, builds trust, and advances the mission through measurable, community-centered outcomes.

**Key Responsibilities**

**1. Strategic Leadership & Vision**

- Establish and lead the organization's strategic direction in partnership with the Board.
- Serve as the chief spokesperson and brand steward, building trust and relevance in the community.
- Represent United Way in local, state, and national forums.

**2. Resource Development & Fundraising**

- Drive fundraising strategy to meet annual and long-term revenue goals.
- Cultivate and steward relationships with major donors, corporate partners, foundations, and community leaders.
- Promote a culture of philanthropy among staff, volunteers, and the Board.
- Lead a team to execute year-round campaigns, special events, and donor engagement efforts.
- Analyze fundraising results to optimize strategy and ROI.

**3. Community Impact**

- Guide the development and execution of impact strategies that align with United Way's priorities: Healthy Communities, Youth Opportunity, Financial Security, and Community Resilience.
- Build cross-sector partnerships to address root causes of local challenges.
- Advocate for public policies aligned with impact goals.
- Support grant development and oversight of fund allocation to community partners.
- Promote volunteer engagement and nonprofit capacity building.

**4. Organizational Management & Governance**

- Serve as the principal advisor to the Board and its committees, providing strategic direction and policy guidance.

- Ensure operational and financial integrity in accordance with Board policies and strategic priorities.
- Lead and support a high-performing leadership team and staff; foster a culture of excellence, equity, and accountability.
- Oversee budgeting, fiscal management, risk mitigation, and resource allocation in partnership with the Director of Finance.
- Promote diversity, equity, and inclusion across the organization.
- Research trends in development and fundraising, monitor local giving patterns, and recommend new strategies to strengthen engagement and revenue.
- Demonstrate a proven ability to consistently advance donors from annual support to major and planned giving.
- Actively participate in United Way network collaborations—locally, regionally, and nationally—to support shared goals and innovation.
- Comply with United Way Worldwide membership standards, including all accountability, reporting, and operational practices.

## Qualifications & Experience

### Required:

- Proven executive leadership experience in nonprofit, public, or corporate sectors.
- Strong fundraising track record, including securing major gifts and corporate sponsorships.
- Experience developing and executing impact strategies and community programs.
- Demonstrated ability to build relationships with diverse stakeholders.
- Effective communicator with strong public speaking and writing skills.
- Experience managing teams, budgets, and organizational operations.

### Preferred:

- Experience with United Way or similar federated nonprofit model.
- Understanding of local community needs and systems-level solutions.
- Master's degree preferred; bachelor's degree required with equivalent leadership experience.

## Core Competencies

- **Mission-Focused:** Committed to improving lives and community well-being.
- **Relationship-Oriented:** Builds trust and fosters collaboration.
- **Results-Driven:** Focuses on measurable outcomes and accountability.
- **Strategic & Visionary:** Leads with purpose and long-term thinking.
- **Brand Steward:** Enhances United Way's reputation and visibility.
- **Team Builder:** Fosters a culture of inclusion, innovation, and excellence.
- **Business Acumen:** Understands finance, operations, and market dynamics.
- **Network-Oriented:** Leverages partnerships for broader impact.

The United Way Board of Directors has initiated the process to identify the next President and CEO. The transition will ensure continued momentum and a strong foundation for the

next chapter of United Way's work in Champaign County. If interested, please send a cover letter and resume to Lisa Rector at [lisa@rectorteam.com](mailto:lisa@rectorteam.com) by August 11, 2025.