



Chief Executive Officer San Antonio, Texas

Position Overview

The Chief Executive Officer (CEO) serves as the strategic and operational leader of The Nonprofit Council (TNC), a membership-based organization dedicated to supporting, connecting, and strengthening nonprofit leadership across South Central Texas.

The Nonprofit Council is a membership organization comprised of nonprofit executives, professionals, and community partners working together to strengthen the nonprofit sector through advocacy, training, and collaboration.

The CEO is responsible for advancing TNC's mission through bold leadership, sector advocacy, high-value member engagement, and strong community partnerships. This role works in close partnership with the Board of Directors and serves as the primary voice for the nonprofit sector, positioning TNC as a trusted, influential, and forward-thinking leader in the region.

The CEO reports to the Board of Directors and supervises: Staff and key contractors.

Key Responsibilities

Strategic Leadership

- Develop and execute TNC's strategic vision aligned with its mission.
- Identify emerging trends, challenges, and opportunities impacting the nonprofit sector
- Position TNC as a leading convener and advocate for nonprofits in the region

Organizational Management

- Oversee day-to-day operations, staff leadership, and organizational performance
- Ensure effective financial management, budgeting, and resource allocation
- Maintain compliance with nonprofit regulations and best practices

Board Relations

- Partner closely with the Board of Directors to set strategy and organizational direction
- Provide clear, consistent reporting on financial health, performance, and impact
- Support strong board engagement, governance practices, and accountability
- Leverage board relationships to advance fundraising, advocacy, and visibility

Membership & Program Development

- Grow and retain a diverse membership base of nonprofit leaders and partners
- Lead development of high-value programming, including training, leadership development, and networking opportunities
- Oversee key initiatives such as advocacy efforts and community campaigns

Advocacy & Community Engagement

- Serve as a primary spokesperson and advocate for the nonprofit sector
- Build relationships with policymakers, funders, and community leaders
- Advance public awareness of nonprofit impact and community needs

Financial Management

- Lead the development of the annual operating budget in alignment with strategic priorities, ensuring disciplined planning, appropriate resource allocation, and Board approval
- Oversee organizational financial performance, including revenue and expense management, forecasting, and cash flow, ensuring accountability, transparency, and sound fiscal management
- Ensure long-term financial sustainability of the organization

Fundraising & Partnerships

- Design and drive a comprehensive, diversified revenue strategy that ensures long-term financial sustainability, resilience, and growth
- Cultivate relationships with corporate, philanthropic, and community partners

- Develop and implement fundraising strategies, including sponsorships, grants, and partnerships for The Nonprofit Council and its programs
- Partner closely with the Board of Directors to build a high-performing fundraising culture, ensuring full engagement, accountability, and increased philanthropic investment

Requirements

- 8-10+ years of leadership experience in nonprofit or private operating foundation management, including supervising staff, and experience working with and leading the Board
- Bachelor's degree required. Relevant fields include nonprofit management, business, or public policy. Master's preferred
- Proven executive leadership experience (nonprofit, association, or related sector preferred)
- Provide visionary and operational leadership in alignment with the organization's mission and strategic goals
- Strong understanding of nonprofit management, governance, and sector trends
- Proven success in fundraising, stakeholder engagement, and strategic partnerships
- Strong financial acumen, with experience in nonprofit fiscal management
- Excellent communication, writing, and presentation skills
- Knowledge of the South-Central Texas nonprofit landscape
- Background in advocacy or public policy
- Proven track record of leading small, high-impact teams
- Strong knowledge of Microsoft Office Suite and cloud-based tools

Core Competencies

- Strategic and visionary leadership
- Relationship-building and collaboration
- Financial and operational acumen
- Advocacy and influence
- Innovation and adaptability

Compensation

- Competitive salary commensurate with experience and organizational size. Salary range: \$100,000 - \$108,000
- This job description in no way states or implies that these are the only duties performed by the employee(s) incumbent in this position Employee(s) will be required to follow any other job-related instructions and perform any other job-related duties requested by any person authorized to give instructions or assignments

INSTRUCTIONS FOR APPLICATION

Résumés, cover letters, and references accepted until **Friday, June 5, 2026, at 5:00 p.m. CST**. We fully respect the need for confidentiality and will not discuss candidates' backgrounds or interests with anyone without consent, nor will we reference contacts without notifying the candidate.

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

LinkedIn submissions will be considered incomplete and will not be accepted.

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