



## LEADERSHIP PROFILE



### Executive Director Mother Emanuel Nine Memorial Charleston, SC

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*“The Emanuel Nine Memorial is dedicated to reversing the spread of hate with a message of unyielding love and forgiveness”.*

– Emanuel Nine Memorial mission statement

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### THE OPPORTUNITY

**On June 17, 2015, the fate of the Mother Emanuel AME Church and the city of Charleston was altered forever at the hands of a gunman**

**determined to make a dramatic statement about race and hate.** Despite the tragic shootings that took the lives of nine members of the Mother Emanuel AME church that evening, the resulting events and outcomes of this terrible event have been profiles in strength, courage, faith and forgiveness. In a profound rebuke of a senseless act of hate, and in an effort to heal and unify the community, the Mother Emanuel Nine Foundation was formed to build a memorial to honor those who lost their lives and lead outreach efforts that

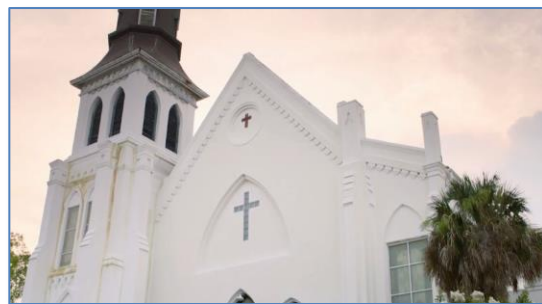
will promote themes of unyielding love and racial harmony among current and future generations.



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**Finding leaders that matter for missions that matter. ®**

The response to the event and the outpouring of support have been overwhelming and continue to this day. The memorial is an effort to channel this energy, support and goodwill and also to provide a vehicle to help address the full spectrum of human emotions attached to the tragedy; and clearly message to Charleston and the world that forgiveness and love are stronger than hate.



[Emanuel Nine: \(Click to visit the website and see a video about the project\)](#)

Recognizing the important role that Charleston has been called on to play in response to these events, *and the unique opportunity that exists to reshape the narrative around the events from one of hate and loss to one of hope, love and forgiveness*, the Executive Director will bring to MENM a combination of fundraising acumen, energy, leadership, humility and faith to not only guide the building of the memorial, but also an organization that can serve as a model for how a community can ensure that hope and goodwill can emerge from tragedy.

Working in partnership with a committed board, community leadership and the leadership of the Mother Emanuel AME Church, the Executive Director will lead the newly formed 501(c)(3) foundation's efforts to secure and manage the ~15M in support necessary to build the memorial and establish the resources to ensure the success of future outreach efforts. To reach its aspirations, MENM seeks a leader who is driven to engage individuals, organizations and philanthropic entities in the mission to secure support for the initiative, is an enthusiastic evangelist for the project, brings the dexterity and gravitas to successfully work in tandem with high visibility/high net worth individuals, the



Mother Emanuel AME Church leadership, the families of those who were lost and the community and civic leadership with grace, passion and authenticity.

This individual will bring relevant professional experience in managing an initiative of similar complexity and scope; key mandates for the Executive Director include:

1. Bringing a strong background of fundraising experience to the project and securing the funds necessary to make certain that the memorial is successful.
2. Leading the project with a deep involvement in social justice initiatives that will help to guide outreach programming.

3. Ensuring that all aspects of the memorial project are collaborative and inclusive to help heal the community through a unified approach to moving past the events of June 17, 2015.
4. Interfacing with all of the requisite communities (public, faith, social justice, national, Donor) with care and authenticity; represent the project and its myriad stakeholders with humility, gravitas and purpose.
5. Balancing the visibility and scope of the project thoughtfully and in tandem with the real and practical needs of the Emanuel AME church and its congregation.
6. Making sure that the project goals are accomplished on time and successfully – but also ensure that this happens in tandem with the church and the overall spirit of the initiative.

## THE MOTHER EMANUEL AME CHURCH, THE COMMUNITY AND THE DESIGN

**The Church.** The [Emanuel AME Church](#) (circa 1818), often referred to as Mother Emanuel, is the oldest AME church in the southern United States, the second oldest AME church in the United States and a testament to the strength of faith and the power of resilience. As one of Charleston's largest black churches, the facility and the congregation have prevailed over countless struggles over the church's history that include the destruction of the church in 1822 at the hands of angry whites responding to a slave revolt (it was rebuilt between 1865-1872), a second destruction of the church in 1886 as a result of an earthquake (it was rebuilt again in 1892) and maintaining a vibrant congregation despite South Carolina and Charleston laws and ordinances prohibiting churches from being led by blacks and limiting worship to daylight hours.



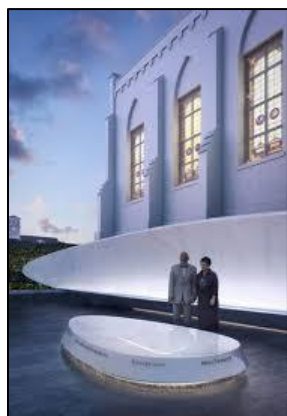
Forgiveness has been one of the hallmarks of the church throughout its history and undergirds the church's response to the events of 2015. Additionally, Mother Emanuel has a long tradition of its leaders being active in both the faith and political communities, counting among its multi-faceted leaders abolitionist and United States Representative [Reverend Richard H. Cain](#), and more recently, Senior Pastor and state senator [Reverend Clementa Pinckney](#).

**Charleston.** The Charleston community is steeped in tradition and history – some if it challenging. Many notable distinctions frame Charleston’s early history; it was and is a thriving port city and a center of commerce, a center for education and culture (the first theater building in the US was built in Charleston in 1736) and has enjoyed a diverse mixture of religious and ethnic groups from the early days of its settlement.

It also is known for having been the capital city of the first state to secede from the union, the place where the first shots of the civil war were fired and home to a robust slave trade dating back to 1670.

This duality of history, while difficult, has helped shape Charleston’s journey of reconciliation and progressive growth. The response from the community to 2015 has been comprehensive and deliberate, and leaders from all segments of the Charleston community – both civic and faith – have rallied around Mother Emanuel as a catalyst for community healing and a clarion call from all segments of the community to join in coming together. Albeit a challenging distinction, Charleston has been hailed as a model of how to effectively respond to the aftermath of a community shooting.

**The Design.** In constructing an RFP for architects regarding the design of the memorial, Charleston’s approach was unique and emblematic of Mother Emanuel’s theme of forgiveness. In addition to exploring how each architect would utilize materials and learning about their creative design process, applicants were also asked to share their response to “*what does forgiveness look like to you?*”? [Michael Arad](#) of [Handel Architects, LLC](#), (the architect for the [National September 11 Memorial](#) in New York City) was ultimately selected to design the memorial, which is slated to be completed in spring of 2020.



Driven by numerous conversations with family members of those lost, leaders of the church and civic leaders in Charleston, [Arad’s design](#) for the Emanuel Nine is intrinsically responsive to the theme of reconciliation and forgiveness that has defined the initiative. The design is in three-segments (the Memorial Court, the Contemplation Basin and the Survivors Garden) that honors both those whose lives were lost as well as the survivors. The design has evoked praise, and press from major news sources around the world. Anticipation for its impact is high. Several noted celebrities have signaled interest in



supporting the project and helping to advocate for its role in healing the Mother Emanuel and Charleston communities – and serving as an international symbol of love and forgiveness.

## THE RESPONSIBILITIES

The Executive Director will be an energetic and passionate advocate for the project who understands the critically important and three-dimensional role that the MENM will play in the lives of Mother Emanuel AME Church congregation, the Charleston community and millions of people beyond Charleston's borders. S/he will be a skillful fundraiser, connector of people and organizations and a compelling leader who will coordinate the efforts of the project.

More specifically, the Executive Director will:

1. Cultivate and shepherd the resources necessary to ensure the immediate and long-term success of the memorial (currently estimated at \$15M; 2.5M has currently been pledged).
2. Serve as a highly committed and credible public face of the project and successfully/gracefully engage a broad spectrum of stakeholders that include community leaders, national audiences, the Emanuel AME church, the Council of Bishops of the AME church, foundation leadership and high net-worth supporters and/or high-visibility advocates for the project.
3. Lead the project to a successful completion that is in alignment with timelines, budgets and philanthropic goals (the project is currently slated for completed in the spring of 2020).
4. Effectively facilitate a smooth interface between the church, the architect, the project manager, the board, the community and local and national stakeholders.
5. Work with the board, the church and the community to shape a vision for the memorial post-completion; this will include how to plan for increased organizational capacity to meet the presumed response from the national landscape and an impact-focused outreach program



that will more broadly engage the community around the values that are core to the project and the initiative.

## THE RELATIONSHIPS

<b>Reports to</b>	MENM Board of Directors
<b>Direct Management</b>	<ul style="list-style-type: none"> <li>• Project manager for construction</li> <li>• Other staff as determined by need and the scope of project</li> </ul>
<b>Has other key relationships including:</b>	<ul style="list-style-type: none"> <li>• The Mother Emanuel Church and the families of the nine victims</li> <li>• The Design Architect, Michael Arad</li> <li>• Key leaders throughout the Charleston community</li> <li>• Philanthropic leaders, donors and supporters</li> <li>• Business leaders and public officials</li> <li>• Key public figures, media personalities</li> <li>• The broad stakeholder community throughout Charleston and South Carolina</li> </ul>

## THE CANDIDATE

Qualities and qualifications being sought in the Executive Director include:

- Courage, capability and grace in fundraising and stewardship of high-net worth and/or high visibility personalities
- Demonstrated success in raising meaningful levels of capital funding
- A passion for the mission of the MENM initiative and an unwavering commitment to advancing the spirit of this project through the physical memorial and its future community outreach programs
- Excellent oral and written communication skills; presence as a good public speaker; the ability to be an effective spokesperson for the organization in multiple forms of media
- Strong listening skills and high emotional intelligence
- Demonstrable humility, quiet confidence and gravitas and a servant leader makeup



- An exceptional commitment to diversity and cultural competence; the ability to work seamlessly and authentically across different cultures and communities with ease
- A person of clear faith who understands and appreciates the organizational environment of working in concert with a church and/or congregation
- Demonstrated ability to build and cultivate relationships
- Experience in project management and working in a dynamic capital projects environment
- Experience in working with a nonprofit board
- Previous experience in building and leading a staff

## THE LOCATION

The Mother Emanuel Nine Memorial will be located in Downtown Charleston on the grounds of the Emanuel AME Church – the second oldest African Methodist Episcopal Church in the United States.

From its origins as a port city dating back to 1670, Charleston is a community known for its vibrant history, elegant French Quarter and Battery districts and first-rate cuisine. Charleston is also a center of culture in the Southeast; a 100M project to build the [International African American Museum](#) is well underway and slated to open in 2020. The city also boasts an 1800-seat state-of-the-art Performing Arts Center ([The Gaillard Center](#)), and for years has enjoyed the role of hosting the U.S. branch of the world-renown [Spoleto Music Festival](#).

Charleston is home to over 750,000 residents and has received numerous accolades as a tourist destination for more than 6M visitors annually – having recently been awarded the distinction of “the World’s Best City” in 2016 by *Travel and Leisure Magazine*.

For more information about the organization or region, go to [www.charlestoncvb.org](http://www.charlestoncvb.org) or [www.charleston.com](http://www.charleston.com).

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**For potential consideration or to suggest a prospect,  
please email [MENM@BoardWalkConsulting.com](mailto:MENM@BoardWalkConsulting.com)  
or call John Sparrow, Crystal Stephens or Laura Lovelace at**

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