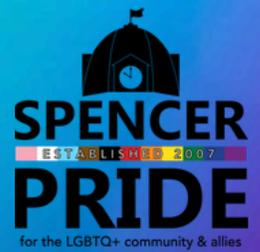




Executive Director POSITION INFORMATION PACKET



Greetings, Candidate!

On behalf of the Spencer Pride Board of Directors, I am thrilled to introduce you to an extraordinary leadership opportunity: Executive Director of Spencer Pride, Inc. This role is more than a position – it's a chance to make a lasting impact on our organization, our commUnity center, and the diverse communities we serve.

As Executive Director, you will guide Spencer Pride into its next chapter of growth and sustainability. You'll work closely with our Board, volunteers, and partners to strengthen organizational infrastructure, champion diversity and inclusion, and expand programs that reflect the full spectrum of LGBTQ+ identities and allies. Your leadership will inspire innovation, foster community engagement, and ensure financial health through strategic fundraising and revenue diversification. This is Spencer Pride's first paid staff position.

We are looking for a leader who values compassion, integrity, bold thinking, and openness to growth—someone ready to embrace challenges and opportunities with creativity and purpose.

If you have experience in nonprofit leadership, fundraising, and a commitment to equity, we encourage you to apply—even if you don't meet every qualification. We believe in potential and passion.

In this packet you will find:

- Organizational information, including our history, mission and vision, key programs, financials, memberships, volunteers, and board of directors
- Job description
- Compensation and benefits information
- Information about the process to select the Executive Director position

This is a full-time position with the opportunity to lead a rural nonprofit that has a big vision and an even bigger heart. If you're ready to bring your skills and passion to Spencer Pride, we look forward to hearing from you.

If you have any questions about this opportunity, please don't hesitate to contact me.

Warm regards,



Jonathan Balash
President & Programming Director
Spencer Pride, Inc.

Jonathan@SpencerPride.org
812-821-3073

Our Organization

- History
- Mission & Vision
- Volunteers
- Board of Directors
- Organizational Memberships
- Recurring Programming
- Financial Information

Our History | Spencer Pride Festival

Spencer Pride, Inc. is a rural LGBTQ+ nonprofit based in Spencer, Indiana, dedicated to fostering inclusion, visibility, and belonging through community-building, education, and celebration. The organization is proudly 100% volunteer-powered, working to create a community where all people are welcomed, supported, and affirmed.

Spencer Pride's origins trace back to local organizing through White River Valley PFLAG, where early advocates and allies built momentum for a Pride-focused effort rooted in community care and visibility.

In 2007, the first Pride gathering in Spencer began as a free picnic at Cooper Commons Park. The following year, the Spencer Pride Festival moved into the center of town to the Owen County Courthouse lawn, increasing public visibility and setting the foundation for long-term growth. From that point forward, Spencer Pride continued to expand—both in attendance and in its role within the community.



Over time, the gathering evolved into the largest rural LGBTQ+ gathering in Indiana. Post-COVID, the festival moved to its current date of the first Saturday in October. The festival is designed to be inclusive and welcoming for all ages, offering a mix of celebration, community connection, and education. The festival has become a regional anchor event—drawing visitors from across Indiana a



Our History | Expanding Our Work

Spencer Pride is more than a single event. The organization has intentionally developed year-round programming that supports LGBTQ+ people, families, and allies through gatherings, learning opportunities, and community engagement.



This includes educational efforts such as LGBTQ+ History Month programming and public-facing historical and cultural learning experiences that broaden understanding and strengthen allyship.



Our History | commUnity center

A major milestone in Spencer Pride’s growth was establishing a physical home for the organization. In 2016, Spencer Pride began operating a dedicated LGBTQI+ community center space in downtown Spencer. As the organization grew, it outgrew its original location and later expanded into a larger space on the historic town square.



Today, the Spencer Pride commUnity Center serves as a hub for connection and programming—helping ensure that support, community, and visibility remain present throughout the year, not just during Pride season.



Spencer Pride, Inc. exists to create a more welcoming community—one that celebrates diversity, supports LGBTQ+ people and their loved ones, and strengthens the social fabric of rural Indiana through connection, education, and joy.



Our Mission

At Spencer Pride, our mission is to improve the quality of life for rural LGBTQ+ people in South Central Indiana by:

fostering allyship and understanding through education and advocacy

creating safe spaces that support both physical and mental well-being

addressing social inequities that stem from the unique intersectionality of queer and rural identities



Our Vision

At Spencer Pride, our vision is to leverage our diversity and privilege in order to cultivate an inclusive community of compassion and celebration for rural LGBTQ+ people.



Our Volunteers

Our volunteers are the lifeblood of our organization. Everything that we have accomplished in our 20 year history has been the result of the passion and commitment of volunteers. We engage volunteers, therefore, in every aspect of our work. They staff our commUnity center, coordinate the festival, lead our programming, and serve as amplifiers of our work in the community. They are our donors and key participoants in our programming.

It is vital to us that our first-ever Executive Director will fully appreciate, respect, and support the volunteer power that fuels our organization. While the Executive Director will be the most influential individual in the organization, they are not the only one doing work. They are one of over 100 people annually who will be supporting all aspects of Spencer Pride's programming and development activities.



[Far left] Julie leads our Banned Book Club, which meets monthly in-person at Morgenstern's Bookstore and online via Zoom. [Middle] Hoaxi greets a customer while volunteering at the commUnity center. [Far Right] Donna and Annie both work in the commUnity center during our annual Pride Festival, where we welcome thousands of visitors.



[Far left] Shea participates in a panel discussion speaking to his experiences as a queer person who grew up in a rural area. [2nd from Left] Jennifer and Jacob promote our programming while tabling at the Loogootee Pride Festival. [3rd from Left] John and Patty water the flowers downtown, in partnership with Spencer Main Street. [Far Right] Brooke and Elisabeth enjoy a break while representing us at WorldPride in Washington, D.C.



[Far left] Elizabeth, David, Connie, and Dan staff the concessions during our monthly volunteer night at the Tivoli Theatre in downtown Spencer. [Middle] Colin participates in CPR and AED certification that was offered for free at the center. [Far Right] Karen brings hot chocolate and treats to share at a Rainbow Birders outing.



Our Board of Directors



Jonathan Balash
 he/him
President
Programming Director
 Committee(s): E, P, R, S



John Angeline
 he/him
Communications Director
 Committee(s): D



Kim Fidler
 she/her
Secretary
Advocacy Director
 Committee(s): E, P, S



Jacob Balash
 he/him
community center Director
 Committee(s): P, R



Elisabeth Solchik
 she/her
Vice President
Development Director
 Committee(s): E, D, S



Shea Finnegan
 he/him
Director
 Committee(s): P



Wendy Wonderley
 she/her
Treasurer
 Committee(s): E, F, P, R



Joy Hellman
 she/her
Youth Empowerment Director
 Committee(s): F, P



Rex Finkle
 he/him
Outreach Director
 Committee(s): D



Martha Nally
 she/her
Relationship Development Director
 Committee(s): D

COMMITTEE LEGEND: D = Development, E = Executive, F = Finance, P = Programming R = Rehab, S = ED Selection



We are a proud member of the following organizations



The Greater Bloomington
Chamber of Commerce

Better business. Better community.



We invite you to join one or more of our recurring programs!

Visit our website calendar:



Many events take place at the
SPENCER PRIDE commUnity center
 Open Wed - Sun 10 AM - 7 PM
 17 E. Franklin Street, Spencer
 812-652-5000

- Retail Shop featuring merchandise from LGBTQ+ and Indiana-based vendors, plus vintage resale items
- Non-gendered ADA-accessible public restrooms
- Event Spaces, all wheelchair-accessible
- Public Wi-Fi
- Free health & wellness products, services, and educational programs, including free HIV and Hep C screening on the 1st Thursday of each month from 5-7 PM



- Coming soon: LGBTQ+ Library and Archive, Learning Center, and More!



A group for lovers of books - including those "banned" for controversial content

- Meets at 5:30 PM on the 4th Thursday
- Contact Julie@SpencerPride.org for more info
- Join our Facebook Group:



An all-abilities yoga class aimed at strengthening mind, body, and spirit in an affirming and inclusive atmosphere

- Meets at 6:15 PM on the 2nd Wednesday
- Participants bring their own yoga mat
- Contact Julie.M@SpencerPride.org for more info



A group for individuals who want a fun space in which to craft together

- Meets at 5 PM on the 2nd & 4th Friday
- Participants bring their own supplies
- Contact Cat@SpencerPride.org for more info



A group for people who love dancing and want to learn it and do it whenever they can

- Meets at 6:15 PM on Thursdays
- Contact Jacob@SpencerPride.org for more info
- Join our Facebook Group:



A spousal grief support group for members of the LGBTQ+ community & allies

- Meets at 5:30 PM on the 1st Wednesday
- Contact Grief.Haven@SpencerPride.org for more info
- Join our Facebook Group:



A group for LGBTQ+ teens and allies (10-19) to connect, support each other, and have fun

- Meets at 5 PM on the 2nd & 4th Wednesday
- Contact Joy@SpencerPride.org for more info
- Follow us on Instagram:



Free weekly math tutoring for students in grades 6-12

- Meets at 10 AM on most Saturdays
- Visit www.SpencerPride.org/math for more info and upcoming sessions:



A group for people who love birds and want to explore our natural world

- Meets for outings on the 3rd Saturday, plus special events
- Contact Rainbow.Birders@SpencerPride.org for more info
- Join our Facebook Group:



A social group for families with LGBTQ+ members to build connections and have fun

- Meets regularly
- Contact Ben@SpencerPride.org for more info
- Join our Facebook Group:



An inclusive RPG and tabletop gaming group

- Open Game Night at 4 PM on the 3rd Saturday
- Roleplaying groups meet on the 1st & 3rd Sunday
- Contact Phillip@SpencerPride.org for more info
- Join our Facebook Group:



A group for people who wish to live a more peaceful, joyful, and loving life

- Meets at 4 PM on the 3rd Sunday
- Contact Karen@SpencerPride.org for more info



Executive Director Information

Financials

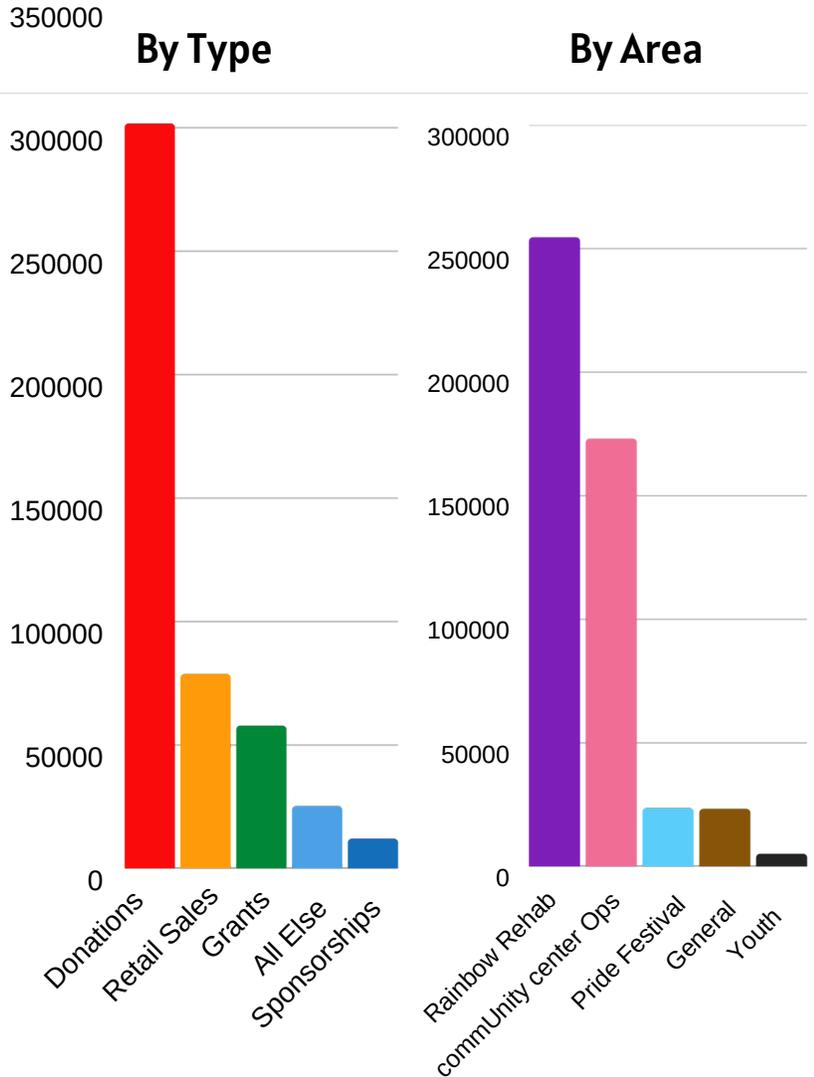
Financial Statement

As of
August 1, 2025

FY25 Revenue

Charts inclusive of both Operations and Rehabilitation

LIQUID ASSETS	
Cash on Hand	\$115,354.27
Endowment Fund (OCCF)	\$82,608.70
Emergency/Projects Fund (OCCF)	\$140,508.67
TOTAL	\$338,471.64
LONG-TERM ASSETS	
Merchandise Inventory	\$8,760.00
Land & Buildings	\$374,792.00
Equipment	\$5,060.00
TOTAL	\$388,612.00
LIABILITIES	
Credit Card (OCSB)	\$2,291.50
Mortgage (OCSB)	\$186,516.32
TOTAL	\$188,807.82



- Starting the year in a positive financial position.
- FY26 budget aligns with strategic priorities and includes Executive Director costs for last 3 months of fiscal year.
- Includes operational expenses only; capital expenses (such as rehab) are budgeted and managed separately (the general rule being that we spend only the funds we receive for those intended purposes).

Approved FY26 Operational Budget

REVENUE	
100 - Contributed Support	\$126,800.00
200 - Earned Revenue	\$76,850.00
TOTAL	\$203,650.00
NET (Revenue - Expenses)	\$2,102.00

EXPENSES	
300 - Infrastructure	\$43,332.00
400 - Technology	\$10,229.00
500 - Fundraising & Support	\$10,415.00
600 - Promotions	\$9,380.00
700 - Personnel	\$38,750.00
800 - Operations & COGS	\$90,422.00
TOTAL	\$201,548.00



Executive Director Information

Our Organization

- Job Description
- Benefits & Compensation
- Selection Process

Job Description

The Executive Director will assume primary operating and oversight responsibility for Spencer Pride, Inc. and its commUnity center. They will have ultimate responsibility for strategic, operational, administrative, and financial stewardship and will actively engage internal and external stakeholders in creating a shared vision for the future, supported by the Board. They will work closely with the Board, volunteers, and community partners to expand and continue the robust, sustainable, and welcoming center that is representative and inclusive of the full diversity of Spencer Pride's LGBTQ+ and ally community. This is a full-time position.

Responsibilities

Organizational Growth and Leadership

- Develop and improve organizational infrastructure - including processes, systems, policies, and tools - to maximize efficiency and support future growth.
- With the Board of Directors, volunteers, and community members, create short and long- term strategic plans in support of Spencer Pride's work and mission.
- Support the strategic implementation of a new leadership structure in alignment with the organization's values while centering on long-term sustainability.

Inclusion, Diversity, Equity, & Accessibility (IDEA)

- Serve as Spencer Pride spokesperson for an intersectional LGBTQIA+ community.
- Bring a robust understanding of diversity that includes but is not limited to race, ethnicity, gender, gender identity or expression, sexual orientation, size, age, nation origin or place of birth, socioeconomic background, physical or mental disability, medical status; marital status, justice-involvement status, parental status, or veteran status.
- Support Spencer Pride volunteer, staff, and board recruitment, hiring, and retention to cultivate equitable representation.
- Maintain a commitment of cultural humility, continued education, and personal/professional growth.
- Ensure Spencer Pride collaborations and partnerships align with the above.

Job Description

Programs

- Provide vision and oversight to current and future program growth and expansion, including conducting external needs assessments and internal reviews of program effectiveness.
- Support the development and implementation of systems for program evaluation, monitoring, and continuous improvement.

Community Building

- Be active in the communities that we serve in order to deepen local networks, engage new donors, and expand community presence (e.g. attend community events, take speaking opportunities, etc.)
- Nurture relationships with community leaders, partner organizations, and other external stakeholders.
- Communicate organizational plans, goals, ongoing progress, and outcomes to the organization's Board, volunteers, staff, funders, partners, and community stakeholders.
- Engage the Board, volunteers, staff, and community stakeholders in accessibility, diversity, equity, and inclusion plans.

Volunteer and Staff Management and Board Relations

- Inspire, motivate, and lead a team of committed and engaged volunteers to realize the organization's mission, vision, and strategic goals.
- Manage human resource administration, including compliance, risk management, performance management, training, and professional development of potential future staff.
- Maintain a professional climate that supports volunteers and Board members in setting and achieving goals.

Job Description

Fundraising and Revenue Diversification

- In collaboration with the Development Committee of the Board, create and implement fundraising plans to ensure the immediate and long-term financial health of the organization.
- Work closely with the Development Committee to ensure all fundraising and revenue goals are met or exceeded.
- Provide strategic thinking and direction to diversifying revenue sources; in particular, increasing individual, foundation, and corporate giving, special events, grants, and earned income.
- Personally manage and steward key relationships with individual/institutional donors and grantors.

Finance and Operations

- Provide transparent fiscal stewardship of Spencer Pride, ensuring appropriate resource utilization and operation of the organization in a positive financial position.
- Work with the Board Treasurer and Finance Committee to develop, approve, and manage annual revenue and expense budgets.
- Manage the relationship with and oversee the work of Spencer Pride's external accountant and bookkeeper.

Job Description

The Executive Director Must:

- Possess a high school diploma or equivalent and have a minimum of 5 years of experience in nonprofit leadership; or possess an associate degree and 3 years of experience in nonprofit leadership; or possess a bachelor's degree.
- Have experience in fundraising.
- Have lived experience or active allyship within historically marginalized communities.
- Live in, or be willing to move to, Owen County or other local community.

Candidates will be expected to demonstrate their ability to:

- Communicate clearly
- Engage inclusively
- Inspire others
- Solve problems
- Deliver with excellence

Candidates will also be evaluated on the following competencies:

- Decision-Making
- Planning & Organization
- Teamwork
- Listening
- Developing Others
- Building Relationships
- Conflict Resolution
- Problem-solving

Spencer Pride, Inc. values compassion, integrity, values-based decision-making, and openness to change, conflict, growth, and learning, and big-picture and out-of-the-box thinking.

To apply, visit www.SpencerPride.org/careers.

Benefits & Compensation

Our compensation and benefits are intended to reflect our organizational values by demonstrating respect for our staff, fostering positive health & wellness among our staff, and lead by example in our community. We are seeking to be competitive for top talent, fuel employee retention, while also recognizing the limits of our financial resources as a rural non-profit organization.

Compensation

- \$45,000+ starting base salary, to be negotiated, dependent on experience level

Professional Development Benefits

- Professional development support, including executive coach for 6 months

Wellness and Time Off Benefits

- Health care reimbursement, up to IRS maximum
 - Through a Qualified Small Employer Health Reimbursement Arrangement (QSEHRA), Spencer Pride will provide non-taxed reimbursement for employee health care costs, up to annual maximum set by the IRS. In 2026 the IRS limits are: \$13,100 for family coverage and \$6,450 for individual coverage.
- Health Care Savings Account (HSA) access
- Annual membership to Owen County Family YMCA (for employee or employee + spouse)
- Generous Paid Time Off (PTO)
 - 10 PTO days for first year of employment
 - 15 PTO days for second year of employment
 - 1 additional PTO day added per each additional year beginning in third year
- 13 Paid Holidays, including floating holidays
- Flexible working policy allowing for some work-from-home.

Equipment and Technology Benefits

- \$25 Monthly cell phone stipend for qualifying employee-owned smartphones
- Company-provided laptop

Other Benefits

- Unlimited utilization of Spencer Pride commUnity center ballroom
- 15% Spencer Pride commUnity center retail discount

Executive Director Selection Process

We have designed an inclusive application and selection process that we believe will effectively provide the necessary information for us to make an informed decision, while also respecting the time of our candidates. Please let us know if you have any questions about this process.

Application

The application can be found online at www.SpencerPride.org/Careers. Applicants will receive an immediate e-mail confirmation of their submission.

Within one week the application will be reviewed and will either move forward for further consideration or will be rejected.

At this stage, the review will ensure that the candidate has fully completed the application and meets the minimum standards of education and/or experience. Candidates who do not meet these minimum standards will receive an e-mail notification.

Candidates still under consideration will proceed to a brief virtual interview (phone screen).

Phone Screen

Candidates will undergo a 30-minute virtual interview that is intended to get a better idea of the applicants experience and skills while also providing an opportunity to answer their questions. This virtual interview will be recorded and shared with the other members of the interview panel for their review. It will be deleted upon the conclusion of the process.

Candidates who are not chosen to proceed will receive an e-mail notification.

Candidates still under consideration will proceed to onsite interviews (scheduled based on their availability and that of the interviewers).

Onsite Interviews

Candidates will visit the Spencer Pride community center for a day of interviews and opportunities to meet key board members and volunteers. Three separate behavioral-based interviews will take place, in addition to a tour of the center and lunch at a local restaurant.

Candidates who are not chosen to proceed will receive a phone call to notify them.

The candidate preferred by the interview team and Selection Committee will be recommended to the Board of Directors for hire. The Board will make the final hiring decision.

If a decision is made to hire, the President of the Board will notify the candidate and discuss salary and benefits, as well as agree upon a start date. The selected individual will be required to submit to and pass a background check prior to receiving a formal offer of employment.



**17 E. Franklin Street
Spencer, IN 47460**

**PO Box 585
Spencer, IN 47460**

812-652-5000

**Apply online at
www.SpencerPride.org/Careers**

Equal Opportunity Employer

Spencer Pride, Inc. will not deny opportunity to nor tolerate discrimination against any individual on the basis or the fact or perception of a person's race, color, creed, religion, national origin, ancestry, age, sex, sexual orientation, gender, gender identity, domestic partner or marital status; economic status, geographic location, disability, or Acquired Immune Deficiency Syndrome (AIDS) or Human Immunodeficiency Virus (HIV) status.

Systemic inequities in hiring cause people who are BIPOC, LGBTQ+, women, and others with non-dominant identities to apply for jobs only when they meet 100% of the qualifications. We encourage you to break that statistic and apply if you feel you would be a good fit for this position, as applicants rarely meet 100% of the qualifications. We look forward to your application.