



Executive Director

[Beverly Bootstraps](#)

Beverly, MA

Beverly Bootstraps, a highly respected human services nonprofit on Boston's North Shore, seeks a seasoned and mission-driven Executive Director to lead the organization into its next chapter. With a strong foundation and expanding community presence, Beverly Bootstraps provides critical food assistance and wraparound services to thousands of residents annually, helping individuals and families move toward long-term stability and self-sufficiency.

The ideal candidate will bring a successful track record of nonprofit leadership, with demonstrated strength in strategic planning, program development and evaluation, fundraising and revenue generation, financial oversight, marketing, and team management. They will also be an inspiring communicator, a collaborative team builder, and a passionate advocate for food security and human dignity.

About Beverly Bootstraps

Founded in 1992 as a small food pantry in a church basement, Beverly Bootstraps has grown into a \$6 million organization that serves over 6,000 individuals each year. Its comprehensive suite of services includes food assistance, case management, adult education, tax preparation, and youth and family programs. In the most recent fiscal year, the organization distributed 800,000+ pounds of food through its Food Pantry, refrigerated food lockers, Mobile Market, and other outreach efforts. Last year, the Food Pantry greeted 20,000 visitors.

True to its belief that lasting change stems from self-sufficiency, Beverly Bootstraps supplements food assistance with deeper, individualized supports that help clients build long-term stability. Its storefront [Thrift Shop](#) is a vital revenue stream and community connector, supporting operations while extending the organization's visibility and reach.

Recognized for its excellence, Beverly Bootstraps holds a Four-Star Charity Navigator rating and the GuideStar Platinum Seal of Transparency. The organization benefits from a loyal donor base, strong community partnerships, and successful fundraising initiatives. Its current *Nourishing Neighbors Today & Tomorrow* campaign seeks to raise \$3 million (in addition to \$3 million in annual support) to help build capacity through investments in operations and infrastructure.

Position Summary

The Executive Director (ED) is responsible for ensuring the effective operations and strategic direction of the organization, which includes a staff of 42 and a robust volunteer corps. Leading a senior team of seven, the ED oversees decision-making, program execution, and resource management, while cultivating a strong partnership with the Board of Directors. The ED serves as the organization's primary spokesperson and ambassador, engaging donors, civic leaders, community partners, elected officials, and the individuals and families served. This individual will guide long-term planning and ensure Beverly Bootstraps remains adaptive, impactful, equitable, and mission-focused.

Qualifications Summary

- 10+ years' progressive management experience in nonprofit or human services sectors, leading impactful, measurable initiatives.
- Demonstrated success in change management, financial reporting, external relations, fundraising, and board engagement.
- Strategic and collaborative leadership style, with strong communication and problem-solving skills.
- Knowledge of nonprofit governance and experience serving as a strategic thought partner to boards.
- Familiarity with the North Shore region is preferred.
- Bachelor's degree required; master's degree in a relevant/ field preferred.

Beverly Bootstraps believes that one of the great strengths of a community is the rich diversity of its residents in race, religion, national origin, ethnicity, gender, sexual orientation, gender identity and expression, marital status, age, height, weight, and physical or mental disability, veterans status, pregnancy, or any other protected characteristic as established by law. Beverly Bootstraps affirms publicly its moral and legal commitment to a policy of equal opportunity and non-discrimination in employment.

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