



Executive Director

San Francisco Village seeks a leader with vision and compassion to ensure that the organization continues to transform the experience of aging for older San Franciscans





About San Francisco Village

San Francisco Village (SFV) fosters a vibrant community where older San Franciscans find a sense of belonging and thrive. Through member-led programs and intergenerational relationships, we build connections and combat isolation, ensuring a future of dignity and joy for all.

Founded in 2009, San Francisco Village is a nonprofit membership organization that created an infrastructure for delivering social care to older San Franciscans: high-quality relationships, access to resources, mutual aid and support, and opportunities for volunteerism and social integration. Our community includes over 700 members aged 60 to 100+, more than 200 multi-generational volunteers, a dedicated staff, and numerous partners and providers. Among our collaborators are Sutter Health, UCSF, SF Department of Disabilities and Aging Services, Sequoia Living, Fromm Institute, IT Bookman Center, Litquake, local artists, and experts in wellness, grief, home safety, and technology. We've built a robust social care infrastructure that is often missing for elders, transforming the experience of healthy aging in San Francisco. Our mission is to operationalize love for elders in an ageist society by mobilizing the power of intergenerational relationships and mutual support. We envision a future in which people of all ages, races, cultures and abilities work together to create communities of belonging.



San Francisco Village empowers its members to age with dignity and to experience deep connection within our community by providing:

- **Programming:** Members and staff collaborate to create nearly 90 in-person and virtual programs and events every month, covering a myriad of topics and interests: meditation, the Artists Circle, the “Over 90!” social connection group, playreading groups and book clubs, climate and political activism, museum visits, Giants games and much more. Our Neighborhood Circles offer a hyper-local way for members to build closer relationships with nearby neighbors by trying out new restaurants, exploring different city neighborhoods, enjoying outings to cultural exhibits or parks, or joining potluck dinners. Identity-based circles, like the citywide LGBTQ+ Circle and the Solo Agers Circle, address specific member needs, ensuring everyone feels a deep sense of belonging and support.
- **Volunteer Services:** In 2024, our dedicated volunteers provided an impressive 7,447 hours of service to San Francisco Village members. These volunteers offer vital assistance, including rides to medical appointments, grocery shopping, technology troubleshooting, and the facilitation of grief support groups, in addition to simply providing friendly conversation.
- **Resources and Referrals:** Sometimes a member’s request for support requires professional expertise that a volunteer can’t fulfill. A financial advisor, health care advocate, home care agency or handyperson may be needed. In fact, our provider network includes dozens of categories and continues to grow and evolve.
- **Grief Groups:** Beginning in January 2024, SFV started offering grief groups for adults of any age struggling with the loss of a loved one. The groups meet virtually and are led by volunteer facilitators.



San Francisco Village is one of 50 villages in California and 250 nationwide. We are a founding partner of Village Movement California (VMC), the statewide coalition advocating for villages at the state level. VMC launched in 2018 with a mandate to strengthen the impact, accelerate growth, and ensure the sustainability of this life-affirming model for social change.

The Leadership Opportunity and Responsibilities

Our next Executive Director (ED) will join a diverse, mission-driven team and provide visionary leadership. The ED is the public heart, face, and voice of the organization. The ED strives every day to live, share, and sustain our values and to create a positive, engaging membership community and workplace. They are responsible for delivering on our mission, programming, volunteer services, and its financial and strategic goals in a fiscally, ethically, and legally sound manner. Partnering closely with the Board of Directors and staff, the ED develops and articulates our strategic direction and implements the resulting strategies and initiatives, utilizing sound business skills and judgment. The ED is the chief steward of the robust and growing San Francisco Village community, overseeing the financial sustainability of this dynamic organization as it continues to evolve and grow.

Strategic Vision and Leadership. San Francisco Village is committed to continuing to grow and serve an ever-expanding and diverse community of older San Franciscans. The next ED, working closely with the Board and staff, will provide the strategic direction to allow the organization to serve adults with diverse identities, needs and interests and to ensure a sustainable business model to do so. They will have an established track record of leading teams with compassion and confidence that inspires staff members to grow in their own roles. They will collaborate with the Board, staff and key stakeholders to create an actionable plan for sustained impact.



Strong Financial Sustainability Steward. The next ED will possess strong financial acumen and experience to ensure the long-term fiscal health of the organization. They will have had experience managing nonprofit or for-profit business operations and will work closely with the Board of Directors to manage the organization's financial health, budgeting and investments. The next ED must be comfortable making data-driven financial decisions in close collaboration with the Board for the benefit of the organization's members and its long-term economic sustainability.

Keen Fundraiser. The next ED must demonstrate a passion for San Francisco Village's mission and the ability to communicate a strong belief and understanding of the impact of its programming and services on members to attract new institutional and individual donors, as well as to maintain and grow city funding. A demonstrated track record of success and aptitude for fundraising from individuals and institutional funders is required. San Francisco Village is committed to creating a Culture of Philanthropy where every gift of time, talent and treasure, no matter the size, is recognized with gratitude, especially from our members.

Enthusiastic Ambassador and Relationship Builder. The ED will be the spokesperson for San Francisco Village and will demonstrate effective communication skills, emotional intelligence, diplomacy and cultural competency. They will enthusiastically cultivate partnerships with local government representatives, elected officials, community leaders, donors, and other community-based non-profits to expand the organization's reach and ensure its sustainability.

Impactful Team Leader. The staff of six full-time and two part-time staff members at San Francisco Village is passionate about serving its members and enriching their lives. The next ED will foster a workplace culture that values collaboration, transparency and equity and responds to the needs and aspirations of staff. They will be a mentor and foster the professional development of the staff so that they grow in their roles and responsibilities. As the organization grows, the ED will ensure that there is adequate staffing and effective data systems in place to fulfill the organization's mission and meet the needs of its growing members.





Effective Partner to the Board of Directors. The next ED will develop a strong relationship with the Board to advance San Francisco Village's mission. San Francisco Village believes in shared decision-making between the Board and ED based on mutual respect, trust, accountability and clear communication. The ED will collaborate with the Board on strategic planning and financial oversight, will assist the Board with the recruitment of new directors and will participate on Board committees as requested by the Board.

Advocate for Diversity, Equity, and Inclusion. The ED will support and continue to evolve San Francisco Village's diversity, equity, and inclusion efforts across the organization. From its inception, San Francisco Village has sought to have the membership reflect the multi-cultural, multi-racial demographics of our city. In particular, the next ED will be instrumental in helping our organization to fulfill its commitment to further diversify our organization and intentionally expand programs and partnerships to reach underrepresented communities. We are evolving to bridge societal divides, envisioning a future where social care is seamlessly integrated with healthcare to address the holistic needs of all older adults.

The Ideal Candidate: Desired Qualities, Skills & Experience

The ideal candidate is an inspirational leader and strong communicator with emotional intelligence, strong business and fundraising acumen, and a collaborative, decisive approach. The ED must understand the challenges facing San Francisco's aging population and the nuances, opportunities, and challenges of operating in the city today. A clear, strong alignment with San Francisco Village's mission and values is essential, as are effective staff leadership, Board engagement, and partnership development skills.

While no candidate will have all of the qualifications set forth below, the ideal candidate will possess many of the following:

- **Inspiring and visionary leader:** Organizational leadership experience, with at least 5 years, at the Executive or Senior Management level at a nonprofit or for-profit organization of a similar scale or larger. Experience creating and implementing strategic plans and initiatives. Experience leading an organization focused on aging adults is a plus.
- **Clear, strong alignment with San Francisco Village's mission and values:** Understands the challenges facing San Francisco's aging population and has an understanding of elderhood as a time of contribution, not decline. Has the ability to communicate the value of social connection to improving health and the quality of life for older adults. Demonstrated commitment to racial equity, anti-ageism, and social justice. Experience in defining, assessing, and leading efforts to create a diverse, equitable, and inclusive organization.
- **Compassionate and impactful team leader:** Demonstrated commitment to fostering a healthy, vibrant organizational culture. Experience in shared decision making, uniting staff in pursuit of a shared vision and goals, and providing feedback and opportunities for professional development for all staff members.
- **Skilled and innovative fundraiser with a strong fund development track record:** Demonstrated ability to build long-term fund development plans and cultivate strong, sustained donor relationships. Demonstrated ability to manage a strong fundraising team and Board fundraising activities.
- **Strategic and disciplined financial leader:** Demonstrated experience managing nonprofit finances, building sustainable revenue models, and leveraging business strategy and philanthropic best practices to drive impact. Experience with data-driven decision making (e.g., financial indicators, member participation surveys, donor giving history, etc.).
- **Community builder:** Experience leading community-based programming and motivated to create community and connections. Proven ability to leverage networks to build new partnerships and grow existing ones. Ability to co-create a community of belonging among members, volunteers, staff, Board, donors, and partners.
- **Exceptional communicator:** Strong public speaking and oral communication skills, including active listening, storytelling and confident conversational engagement, with excellent written communication ability.
- **Emotionally intelligent:** Demonstrated emotional intelligence with the ability to navigate ambiguity, complexity, and dynamic environments. Brings a growth mindset, humility, and adaptability, with a sense of humor and capacity for joy. Skilled at remaining flexible and resilient in the face of changing conditions, adversity, or uncertainty.
- **Effective partner to the Board:** Experience partnering with a Board of Directors to ensure transparency and accountability in organizational governance, fiscal oversight, compliance, and planning for current and future leadership needs.
- **Strong Bay Area network:** Ability to connect with the right partners to advance San Francisco Village's work and impact. Understands the nuances, opportunities, and challenges of operating in the city today.

Compensation

The expected salary range for this position is \$140,000 to \$160,000, depending on experience and qualifications. SFV provides comprehensive benefits, including health insurance, paid leave and a 401K plan.

Location

This role is primarily on-site at SFV's office location in San Francisco, CA, with the possibility of remote work 1-2 days per week, depending on coordination of onsite staffing and the needs of the organization. Due to the nature of SFV programming and events, occasional night and weekend work may be required. Local, regional, and occasional national travel may be required to attend conferences, to meet with funding providers or for other relevant activities to advance our mission.

To Apply:

San Francisco Village invites applications from people with a variety of backgrounds. We encourage you to apply if you have a strong combination of qualities, skills and professional and lived experiences that would be relevant to the ED role.

Please apply [here](#) with a resume and cover letter detailing your interest in San Francisco Village's mission, programming and community, and your qualifications for the position by 10/10/2025. We will be reviewing applications on a rolling basis.

