



welcomevip@villageispossible.org
www.villageispossible.org

Job Title: Executive Director

Organization: Village Is Possible

Position Type: Temporary, Part-Time, Hybrid of remote and in person required

Dates of Employment: November 1, 2025 - March 31, 2025

Payment: \$15,000

Estimated hours per week: 8-10hrs

Location: Based in the Bay Area with regular in-person commitments; travel throughout the Bay Area and to Sacramento required on occasion

About Village Is Possible:

Village Is Possible endeavors to create safe spaces for healing from the racial and genderized conditions that render our world unsafe for Black girls, womxn, and femme bodies.

Disproportionately targeted for commercial sexual exploitation (CSE), Black girls endure profound trauma, impacting generations. Guided by the mantra "Our Wounds have Wisdom," Village Is Possible pledges to create a supportive village for those affected by CSE, fostering reconnection with self, family, and land. While the foundational focus of VIP is on female-identified youth, VIP supports and provides services to all youth and young adults, regardless of gender identity or expression that have endured human trafficking with the support they need to heal, grow and thrive.

EXECUTIVE DIRECTOR JOB SUMMARY

Village Is Possible seeks a visionary and collaborative Executive Director (ED) to guide the organization through an important period of transition. The ED will serve as the organizational lead—stewarding strategy, advising & leading fund development, and serving as a key relationship-holder with youth, families, funders, and partners.



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The ED will lead with love, integrity, and courage—centering healing, equity, and Black feminist leadership values across all aspects of the work. This role requires experience building community-rooted organizations and a deep personal and/or professional understanding of the impacts of commercial sexual exploitation, family separation, and racialized trauma.

The Executive Director (ED) leads organizational strategy, oversees operations, and shapes the culture for Village Is Possible. This includes co-stewarding healing-centered programs such as Village Vibes, Sage Survivor Leadership, Peer Support Services, and the implementation of Family Centered Treatment (FCT), a structured, evidence-based, trauma-responsive therapeutic intervention for youth and families.

The ED oversees staff, builds strategic partnerships, and ensures fidelity to both community-rooted values and FCT principles. This role requires the ability to navigate complex systems while centering lived experience and healing justice.

This is a part-time role with flexible scheduling. The ED must be based in the Bay Area and available to attend in-person events and meetings across the region, including occasional travel to Sacramento.

KEY RESPONSIBILITIES

Organizational Leadership and Strategy (30%)

- Lead Village Is Possible in fulfilling its mission, vision, and core values
- Maintain strong alignment between programs, partnerships, and healing-centered goals
- Develop, implement, and monitor short- and long-term strategic plans in partnership with youth leaders, staff, and advisors
- Represent the organization in local, statewide, and national spaces as appropriate
- Collaborate with VIP FCT Implementation team and support implementation that ensures FCT model fidelity while integrating healing-centered and liberatory approaches
- Collaborate with FCT partners and county agencies to expand access to therapeutic care
- Maintain alignment across Village Vibes, Sage Survivor Leaders, FCT, and Peer Support programming

Program Oversight and Staff Supervision (30%)



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- Mentor and coach Clinical Director, Social Justice Workers (SJWs), Sage Survivor Leaders, and Peer Support Specialists
- Oversee the delivery of Village Vibes, Family Centered Treatment, and peer support programs
- Strengthen infrastructure for youth leadership, professional development, and co-creation
- Coordinates with VIP FCT Implementation Team to ensure appropriate documentation, evaluation, and compliance for FCT (Qualo, EHR, etc.)
- Facilitate cross-role collaboration among program teams (FCT, HYPE Center, Peer Support)
- Support coaching and certification pathways for FCT practitioners

Partnerships and Community Building (20%)

- Serve as primary liaison with key partners, including Freedom Forward, the HYPE Center, and government agencies
- Deepen relationships with youth, families, community-based organizations, and funders
- Model healing-centered engagement and foster a culture of trust and mutuality
- Serve as liaison with county partners and the FCT Foundation
- Ensure community partners understand referral pathways into FCT
- Deepen relationships with youth, families, and healing networks

Operations and Fund Development (20%)

- Oversee collaborative budgeting, financial management, and reporting with support from fiscal sponsor
- Lead fundraising efforts, including partnership with grant writer, donor stewardship, and reporting
- Ensure compliance with funder requirements, including program evaluation and documentation when required
- Coordinate with VIP FCT Implementation Team to manage budgets, contracts, and grant deliverables related to FCT and core programs
- Lead fundraising and sustainability planning to continue FCT and Peer Support integration
- Monitor and report on program outcomes, growth, and impact



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QUALIFICATIONS

Required

- Demonstrated leadership experience in nonprofit, grassroots, or healing justice spaces
- Deep connection to and/or lived experience related to foster care, CSE (Commercial Sexual Exploitation), racial trauma, or system-involvement
- Ability to manage multiple priorities, projects, and relationships with care and clarity
- Commitment to anti-racism, Black liberation, gender justice, and trauma-informed values
- Strong written and verbal communication skills, including grant writing and public speaking
- Experience supervising staff and/or peer leaders

Preferred

- Knowledge of harm reduction, Healing Centered Engagement, and Family Centered Treatment
- Relationships within Bay Area youth-serving networks
- Experience managing organizational budgets and fundraising portfolios
- Background in community organizing, advocacy, or direct service with system-impacted youth

COMPENSATION AND BENEFITS

- \$15,000 base rate (paid out by December 2025) (approx. 8-10 hours/week)
- Monthly wellness stipend to support personal health and healing
- Professional development opportunities in Healing Centered Engagement, Somatic Abolitionism, and Family Centered Treatment

If interested, email resume and cover letter to: welcomeVIP@villageispossible.org