



**Executive Director**  
**Seed St. Louis**  
**St. Louis, Missouri**

### **About Seed St. Louis**

Since 1984, Seed St. Louis has connected people to the land, to their food, and to each other. We support a vibrant network of more than 250 community gardens, school gardens, and urban orchards across neighborhoods throughout the greater St. Louis region. What began as an effort to increase access to affordable fresh food and activate vacant lots for urban agriculture has grown into a movement centered on cultivating community and places for food freedom.

- **Our mission** is to empower people and communities to grow food.
- **Our vision** is that all people will have equitable access to fresh, healthy food throughout the St. Louis region.
- **Our purpose** is to provide the community with the education, resources, and networks needed to grow their own food.

### **Why Join Seed St. Louis**

This is a unique opportunity to lead a respected, legacy organization with deep roots and bold potential. The Executive Director (ED) of Seed St. Louis will help shape the future of food access and community resilience in the St. Louis region—cultivating not only gardens and orchards, but people, connections, and lasting impact. At this critical juncture, the ED will also oversee the development and opening of Seed St. Louis' long-planned demonstration garden, a capital project that will enable the organization to significantly expand its reach and impact.

### **Position Summary**

The ED serves as the chief executive of Seed St. Louis and is accountable to the Board of Directors (Board) for the overall leadership, strategic direction, operational excellence, and financial sustainability of the organization. The ED is the sole staff member reporting directly to the Board and is responsible for implementing Board-approved policies and strategies while leading staff, finances, fundraising, operations, external relations and programs.

Reporting to the Board of Directors, the ED will,

- Manage day-to-day operations and personnel decisions within the scope of Board-approved plans, policies, and budget;
- Oversee the strategic direction of the organization, including the development and implementation of both long-term strategies and daily operations;
- Manage the organization's finances, including the annual budget, financial reporting, cash flow, expenditures, and ensuring financial sustainability;
- Drive fundraising efforts and development by identifying and fostering relationships with potential donors, designing fundraising strategies, and securing financial resources to support those endeavors;
- Spearhead all aspects of the capital campaign, including fundraising, funds management, reporting, construction management and program implementation;
- Work closely with the Board to manage governance and compliance with legal and regulatory requirements;
- Engage with stakeholders such as board members, donors, community partners, and government officials to ensure organizational support and collaboration; and
- Serve as the public face of the organization and act as the outward-facing representative at events, conferences, and media engagements.

### **Responsibilities:**

#### **Leadership and Governance & Strategy**

- Serve as primary liaison between the Board and staff, fostering a transparent, trust-based partnership.
- Provide timely, accurate reporting to enable effective governance and strategic decision-making.
- Engage the Board in strategic planning, policy development, and fundraising.
- Serve as the primary public spokesperson and relationship builder for Seed St. Louis with funders, partners, policymakers, and community leaders.
- Ensure legal and regulatory compliance.

#### **Financial Leadership, Management and Fundraising**

- Oversee all financial functions including budgeting, cash flow management, financial reporting, internal controls, audits, and long-term sustainability planning.
- Lead and execute a diversified development strategy, including individual giving, major gifts, grants, corporate partnerships, and capital fundraising, while actively engaging and supporting the Board in its fundraising responsibilities.
- Cultivate authentic, mission-aligned relationships with donors, partners, and stakeholders.
- Serve as a compelling and compassionate ambassador for Seed St. Louis in the community.
- Build and strengthen cross-sector partnerships to maximize collective impact.

## **Organizational Leadership & Program Impact**

- Ensure programs are data-informed, outcomes-driven, and responsive to community needs, using evaluation and learning to continuously improve impact.
- Build, mentor, and retain a high-performing, values-aligned team; foster a culture rooted in trust, equity, accountability, and professional growth; and lead succession planning for key roles.

## **Qualifications**

- Bachelor's Degree required; advanced degree preferred.
- Minimum of 5 years of progressively responsible leadership experience, ideally in the nonprofit or mission-driven sector.
- Proven track record of fundraising, driving results while fostering a positive, collaborative organizational culture.
- Strategic thinking; financial acumen; relational leadership; sound judgment; development leadership; equity-centered management.
- Experience leading change and embracing innovation in a way that uplifts people and strengthens systems.

## **Work Environment & Expectations**

- Ability to manage multiple priorities and make timely, mission-focused decisions.
- Local travel within the St. Louis metropolitan area required (~6 hours a week).
- Transparent and timely communication with the Board of Directors.
- Evening and weekend work, depending on organization events.
- Commitment to continuous professional growth and modeling a healthy, sustainable leadership style.

## **Compensation and Benefits:**

Salary range is \$100,000 to \$120,000, full-time exempt position based on experience and skill set. Comprehensive benefits package including healthcare, dental, short-term disability, retirement, and life insurance and generous vacation and personal time off.

## **Expected Hours of Work:**

Flexible in-office schedule (minimum of 3 days/week) normally Monday through Friday. Some weekday evenings and weekend hours are required as needed for meetings and special events.

## **EEO Statement:**

Seed St. Louis does not discriminate on the basis of race, color, gender, religion, national origin, age, disability, sexual orientation, pregnancy, veteran status, genetic information, or any other basis prohibited by applicable law.

## **To apply:**

Please send a cover letter and resume to [careers@seedstl.org](mailto:careers@seedstl.org), with the subject line Executive Director and your name. Inquiries can be made to Cheryl Adelstein, Interim CEO at [cadelstein@seedstl.org](mailto:cadelstein@seedstl.org). Applications will be accepted until **April 16, 2026**.

Please visit [www.seedstl.org](http://www.seedstl.org) to learn more about our organization.