





LEADERSHIP OPPORTUNITY

EXECUTIVE DIRECTOR

JOURNEYS
IN COMMUNITY LIVING

Murfreesboro, TN
Salary Range $140,000
Deadline November 20, 2026



JOURNEYS IN COMMUNITY LIVING

Journeys in Community Living exists so that adults with disabilities and older adults in Middle Tennessee can live, work, and socialize as they choose. Founded in 1975 as the Rutherford County Adult Activity Center, Journeys has spent five decades helping people move out of institutions and isolation and into homes, jobs, friendships, and full lives in their own communities. Journeys believes every person, regardless of the severity of their disability, deserves the support to live a healthy and secure life, do meaningful work, live in a place of their own, and take part in their community.

Today Journeys supports more than 170 people, each with an individual plan built around their own goals. Services cover the full arc of a person's life: residential and supported living, community-based and facility-based day services, employment services, social services, healthcare oversight, transportation, and Medicaid Alternative Pathways. Families trust Journeys for the long haul, and some of the people Journeys supports have been part of its community for decades.

Journeys operates with an annual budget of roughly $8.4 million and a team of more than 200 employees. Most of its revenue comes through state and Medicaid-funded services, which makes Journeys both a mission-driven nonprofit and a complex, highly regulated operation. The organization is headquartered on Haley Road in Murfreesboro, one of the fastest-growing cities in Tennessee.



Leadership Role

After many years of service, Journeys' Executive Director will retire at the end of 2026. The Board is looking for a leader who will strengthen the organization's foundation, diversify its revenue, and raise its profile across the region and state. The Executive Director (ED) serves as chief executive with full responsibility for operations, finance, programs, and public affairs. The ED will build, develop, and trust a strong leadership team, giving directors room to lead while setting clear expectations and holding people accountable. Journeys needs a leader who is decisive and confident, willing to make hard decisions and necessary changes, and who leads by example with integrity and a servant's heart.

Immediate priorities include leading the Board and staff through strategic planning, identifying new program and revenue opportunities that reduce reliance on a single funding source, building a culture of accountability and results, and growing fundraising into a meaningful source of support. The ED will also ensure continued quality and compliance across the state and federal requirements that govern disability services.

Externally, the ED will be the chief spokesperson and advocate, building relationships with donors, employers, families, local government, and peer agencies. With the Tennessee General Assembly convening in January 2027, advocating at the local and state level for people with disabilities will be an early priority. The Board hopes the ED will make Journeys a more visible and influential voice for disability services.

Time Allocation

Strategic Leadership and Vision	25%
Operations, Finance and Compliance	30%
Team Leadership and Development	15%
Fundraising, Advocacy and Community Relations	20%
Board Partnership and Governance	10%

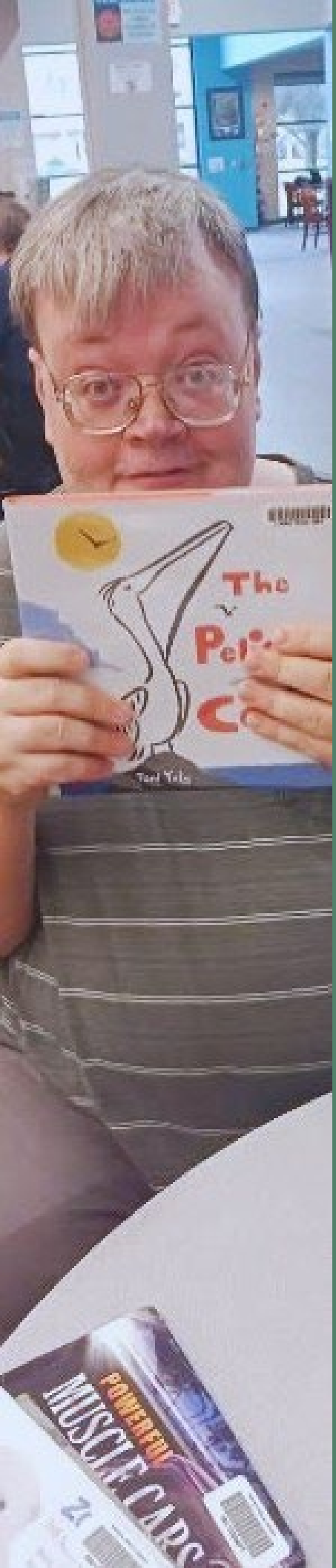
QUALIFICATIONS

Required

- A deep commitment to the dignity, choice, and full inclusion of people with disabilities and older adults
- A bachelor's degree in health services, business, social work, or a related field
- Strong business acumen and proven financial stewardship, including oversight of multi-million-dollar budgets and a focus on long-term sustainability
- Experience leading through change, including making difficult decisions, addressing performance issues, and building a culture of accountability
- A track record of building and empowering a leadership team and leading through directors rather than managing day-to-day operations
- Strategic thinking paired with strong, consistent execution
- Strong networking and relationship-building skills with community partners, funders, families, and government agencies
- The ability to inspire, influence, and motivate staff and stakeholders, with excellent written, verbal, and listening skills

Preferred

- Five or more years of management experience in intellectual and developmental disability services, plus experience in training, teaching, or program development
- At least 10 years of professional experience, including a minimum of 7 years of senior leadership in a complex nonprofit, healthcare, human services, or business organization with responsibility for operations, finance, and people
- Knowledge of Tennessee's disability service system, Medicaid waiver programs, and state regulatory requirements
- Experience diversifying revenue, launching new programs or service lines, or growing earned revenue
- Experience building fundraising programs, including individual giving and corporate support
- Experience advocating on public policy at the local or state level
- An advanced degree



SALARY AND BENEFITS

The salary range is $140,000 based on experience. Journeys in Community Living pays 75% of employee health insurance premiums and 50% of family premiums, and also provides employer-paid short-term disability, and optional dental coverage. Full-time staff begin with 10 days of PTO that grows to as many as 30 days with service and carries over year to year, along with 11 paid holidays (including their birthday), longevity bonuses, holiday bonuses, and employer-paid term life insurance after three years.

HOW TO APPLY

Nonprofit Leadership LLC is facilitating this executive search. Interested candidates should email a resume and cover letter to **elle@nonprofit-leadership.com** describing leading and implementing a strategy for an organization.

Applications are due November 20, 2026 and will be reviewed as they are submitted, and early applications are appreciated.

A complete job description and more information can be found at www.nonprofit-leadership.com/jcled