



# Urban League of Nebraska

## President & Chief Executive Officer

Position Prospectus

📍 Omaha, NE



# About The Urban League of Nebraska

For many decades, the Urban League of Nebraska has served as a trusted advocate and partner in advancing racial equity, economic opportunity, and community empowerment across the state. As part of the National Urban League movement, ULN has played a vital role in addressing systemic barriers and expanding pathways to education, employment, housing stability, and civic participation for individuals and families. Grounded in a mission of justice and inclusion, the organization remains deeply committed to strengthening communities and improving lives.

The Urban League of Nebraska operates at the intersection of direct service, advocacy, and community collaboration. Through workforce development initiatives, youth and education programs, economic empowerment efforts, and strategic partnerships, ULN works to ensure that individuals have access to the tools and opportunities needed to thrive. Its work is informed by lived experience, community voice, and a long-standing belief that equitable systems benefit not only individuals, but the broader social and economic fabric of Nebraska.





What distinguishes ULN is its enduring presence and credibility within the communities it serves. Over decades of service, the organization has built meaningful relationships with nonprofit partners, employers, educators, funders, and civic leaders, relationships rooted in trust, shared accountability, and a common commitment to progress. ULN's role as both a service provider and a convener positions it uniquely to bring diverse stakeholders together around solutions that drive lasting impact.

Today, the Urban League of Nebraska stands at an important moment in its history. With a powerful mission, deep community roots, and a renewed focus on organizational strength and sustainability, ULN is poised to build on its legacy while shaping a future that reflects both the urgency and the possibility of this moment. For a leader drawn to mission-driven work with real consequence, the Urban League of Nebraska offers the opportunity to steward a respected institution and help lead meaningful change across the state.



# About The Opportunity

This is a pivotal moment for the Urban League of Nebraska and for the leader who will help guide its next chapter. With a powerful mission rooted in advancing racial equity, economic opportunity, and community empowerment, ULN stands at an important point of reflection and renewal. The organization has deep community relationships, a respected legacy within Nebraska, and a clear desire, expressed by stakeholders across the ecosystem, to strengthen its impact, clarity, and organizational foundation.

The next President & CEO will step into a role that blends mission leadership, organizational stewardship, and community presence. ULN operates at the intersection of workforce development, education, economic mobility, and advocacy, engaging employers, nonprofit partners, funders, and civic leaders in addressing both immediate needs and long-standing systemic challenges. This role offers the opportunity to sharpen ULN's strategic focus, strengthen alignment between mission and operations, and ensure the organization is well positioned to deliver measurable, sustainable outcomes for the communities it serves.

At the same time, this is a moment of intentional organizational strengthening. Through a thoughtful and inclusive stakeholder engagement process, the Board and community partners have articulated a shared desire for leadership that brings clarity, trust, and forward momentum. The next President & CEO will have the opportunity to build cohesion within the organization, reinforce strong governance and operational practices, and deepen confidence among staff, funders, partners, and the broader community, laying the groundwork for long-term stability and growth.

For a leader who values authenticity, relationship-building, and purpose-driven change, this role offers uncommon depth and meaning. It is an opportunity to steward a mission of enduring importance, to lead with integrity during a consequential moment, and to help shape an organization that can continue to serve as a strong and credible voice for equity and opportunity across Nebraska. For the right leader, this is not simply a professional advancement. It is a chance to make a lasting difference in partnership with a community that cares deeply about progress and possibility.



## Position Overview

The Urban League of Nebraska (ULN) seeks a dynamic, values-driven leader to serve as its next President & Chief Executive Officer, guiding the organization through a pivotal period of renewal, stabilization, and future growth. ULN has long played a vital role in advancing racial equity, economic opportunity, workforce development, and community empowerment across Nebraska. This moment presents an opportunity for a seasoned and authentic leader to restore confidence, strengthen internal culture, and reposition ULN for sustained impact.

Reporting to the Board of Directors, the President & CEO will serve as the organization's chief executive, responsible for strategic leadership, financial sustainability, staff culture, fundraising, and community presence. Stakeholders are seeking a leader who combines strong executive and operational acumen with deep cultural humility, credibility, and an unwavering commitment to racial equity and justice.



# Key Responsibilities

## Mission-Driven Leadership & Strategy

- Lead ULN with a clear, equity-centered vision aligned with its civil rights, workforce, youth, and community empowerment mission.
- Translate mission into a focused strategy with achievable priorities and measurable outcomes.
- Serve as a visible champion for racial equity and opportunity across public, private, and nonprofit sectors.

## Fundraising & Financial Sustainability

- Lead and strengthen fundraising efforts across individual giving, foundations, corporate partners, and public funding.
- Rebuild funder confidence through transparency, accountability, and improved reporting.
- Oversee budgeting, financial controls, and long-term sustainability planning.
- Partner with the Board to re-engage donors and expand ULN's funding base.

## People, Culture & Internal Leadership

- Build trust, morale, and clarity within the staff team.
- Address role clarity, accountability, and performance expectations with empathy and decisiveness.
- Foster an inclusive, respectful, and collaborative organizational culture.
- Lead through change with emotional intelligence and steadiness.

## Community Engagement & External Relations

- Serve as ULN's primary external ambassador, building authentic relationships with community leaders, partners, funders, and civic institutions.
- Strengthen ULN's public identity and reputation through consistent messaging and presence.
- Build coalitions across sectors to advance shared equity and economic goals.

## Board Partnership & Governance

- Work closely with the Board of Directors to strengthen governance, accountability, and engagement.
- Support board development and clarify roles between governance and management.
- Encourage board participation in fundraising, advocacy, and strategic leadership.



# Experience & Qualifications

## Required Experience

Candidates **must clearly demonstrate** the following:

- Bachelor's degree (master's degree preferred) in business administration, social work, public administration, or finance. Other disciplines may be considered.
- Experience leading in a senior capacity a mission-driven organization, initiative, or program focused on equity, opportunity, or community development. (Five Years' experience minimum).
- Proven success securing philanthropic, foundation, or corporate support, with the ability to steward funders and communicate impact transparently.
- Experience supervising teams and leading through periods of change, rebuilding trust, and strengthening organizational culture.
- Demonstrated ability to oversee strategy, programs, and budgets while strengthening systems and sustainability.
- Strong track record building partnerships with civic leaders, community organizations, and cross-sector stakeholders.
- Experience working with nonprofit boards and an understanding of effective governance and board-CEO partnership. (Four Years' Experience Minimum)

## Preferred Experience

The strongest candidates will also bring many of the following:

- Prior service as a President/CEO, Executive Director, or senior leader in a nonprofit, public-sector, or mission-aligned organization.
- Experience in workforce development, education, youth services, economic mobility, or related fields.
- Demonstrated work within Black communities and/or historically underinvested populations, with cultural fluency and credibility.
- Recognition as a trusted connector and spokesperson capable of engaging media, funders, and community forums with authenticity.





# Leadership Competencies & Attributes Sought

**Integrity and Character:** Embodies the highest ethical standards, authenticity, humility, and emotional intelligence.

**Visioning & Strategic Thinking:** Develops and communicates the organizational vision, translating it into actionable strategy and measurable outcomes.

**Relationship Management:** Builds and sustains deep trust and credibility with diverse stakeholders.

**Equity-Centered Leadership:** Exemplifies a commitment to inclusion, equity, and shared power.

**Communications:** Demonstrates a positive public presence and clear, persuasive communication across audiences.

**Financial Acumen:** Skilled in budgeting, forecasting, and resource optimization.

**Team Empowerment:** Sustains a collaborative, respectful culture that fosters staff growth.

**Change Agility:** Integrates creativity, resilience, and adaptability in navigating organizational evolution.





# Board of Directors Executive Committee

**Sherman Willis**

*Board Chair*  
State Farm Insurance

**Lindsay Lundholm**

*Governance Chair*  
Baird Holm

**Jamie Matheson**

*Board Vice-Chair, HR Chair,  
Finance Chair*  
Cobalt Credit Union

**Davielle Phillips**

*Facilities and Maintenance Chair*  
Holland Basham Architects

**Kathy J. Trotter**

*Board Secretary*

**Romaro Nelson**

*Development and Marketing Chair*

**Ernest J. White**

*Board Treasurer*  
American National Bank

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## Executive Staff Leadership

**Marilyn Sims**

*Interim President & Chief  
Executive Officer*

**Lawanda Gould**

*Director, Financial Empowerment  
Center*

**Shari Thompson**

*Chief Financial Officer &  
VP of Finance*

**Darchel Amos**

*Director, Youth & Education  
Department*

**Zackary Bowman**

*VP of Programs*

**Robert S. Griffin Jr.**

*Director, Presidential Operations*



# About the Omaha Community

Located in the heart of the Midwest, Omaha offers a rare blend of professional opportunity, cultural richness, and genuine quality of life. Frequently recognized as one of the most livable and affordable cities in the country, Omaha combines the scale and amenities of a major metropolitan area with the warmth, accessibility, and ease of a close-knit community. Locals often describe this ethos as “Omaha Nice”, a culture defined by friendliness, collaboration, and a sincere willingness to welcome newcomers and help them succeed.

For professionals and families alike, Omaha delivers a high quality of life at a human pace. Commute times are manageable, neighborhoods are distinct and welcoming, and the cost of living allows for homeownership, travel, and leisure without tradeoffs. Families are drawn to strong public and private schools, vibrant neighborhoods, and exceptional youth-focused institutions, including the beloved Omaha Children’s Museum and the newly opened Kiewit Luminarium, a nationally significant science and innovation center redefining experiential learning for all ages. Young professionals appreciate the city’s growing nonprofit, civic, and entrepreneurial ecosystems, while empty nesters value the balance of cultural engagement and everyday ease.

Omaha’s arts, culture, and performing arts scene rivals that of much larger cities. The community supports a thriving creative sector that includes the Omaha Symphony, Opera Omaha, an active theater community, and world-class institutions such as the Joslyn Art Museum. Festivals, film series, and live music events fill the calendar year-round, offering countless ways to connect, explore, and feel part of the community. Food lovers are equally at home here as Omaha’s nationally recognized culinary scene ranges from acclaimed fine dining to neighborhood favorites, farmers’ markets, and globally inspired cuisine.



Sports and civic pride are woven into Omaha's identity. The city proudly hosts the College World Series, drawing national attention and creating a shared sense of celebration each summer. Beyond marquee events, residents embrace recreational sports, outdoor fitness, and community gatherings that reinforce Omaha's strong sense of belonging. An expansive trail system and access to rivers, parks, and green spaces make outdoor activity a natural part of daily life, while weekend travel and national connectivity remain easy thanks to Omaha's central location.

Equally important, Omaha is known for a deeply rooted culture of philanthropy and civic generosity. The region has a long history of quietly and consistently supporting mission-driven work, with foundations, corporations, and individual donors who value partnership, long-term investment, and shared responsibility for community well-being.

For those considering relocation, Omaha consistently surprises, in the best ways. Whether you are an early- or mid-career leader seeking opportunity and connection, a family looking for stability and community, or an experienced executive entering a new chapter with flexibility and purpose, Omaha offers a place to thrive. It is a city where professional ambition and personal well-being coexist, where newcomers are genuinely welcomed, and where leaders can make a meaningful difference while building a rich and balanced life.



# Location

The **Urban League of Nebraska** is headquartered in **Omaha, Nebraska**, a vibrant, welcoming city that combines a strong philanthropic and civic culture with a high quality of life, cultural richness, and an affordable, family-friendly cost of living. This role requires an in-office work style.

# Compensation and Benefits

This is a full-time position with an anticipated compensation range of \$165,000 to \$205,000. The final salary offer will be commensurate with experience and qualifications and will be determined based on several factors, including leadership experience, scope and complexity of prior roles, and demonstrated alignment with the organization's needs.

**Note:** Relocation Assistance is available.

# To Apply

The Urban League of Nebraska has retained the services of ThinkingAhead Executive Search's Nonprofit Division to serve as our recruitment partner. If you are qualified and interested, **[please apply here](#)**.

For more information:

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