



Executive Director

Linda & Gene Farley Center for Peace, Justice, and Sustainability

Location: Verona, Wisconsin

Position Type: Full-time, Exempt

Reports to: Board of Directors

About This Opportunity

The [Linda & Gene Farley Center for Peace, Justice, and Sustainability](#) is seeking a warm, collaborative leader to guide our organization through an exciting period of growth and transformation. We're looking for someone who can strengthen our organizational foundation while honoring the values and community connections that define who we are.

Our collaborative farm program and [Natural Path Sanctuary](#) (natural burial cemetery) are thriving under the guidance of experienced program staff. To support our exceptional staff, we need a strategic, systems-oriented leader who excels at empowering teams, building financial sustainability, and articulating our compelling vision that connects our diverse programs to our mission of peace, justice, and sustainability.

If you're the kind of leader who is interested in building efficient systems, who leads with warmth and authenticity, and who can navigate complex stakeholder relationships with grace and humor, we want to hear from you.



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Who We Are

The Farley Center sits on preserved land in Verona, Wisconsin, where we operate three interconnected programs:

- A **collaborative farm program** supporting sustainable agriculture and new farmers
- **Natural Path Sanctuary**, a natural burial ground honoring our connection to the land
- **Peace and justice initiatives** promoting progressive change and community partnership

We're a small but mighty organization with deep roots in Dane County, WI, and big aspirations for our impact. We value collaboration over hierarchy, transparency over politics, and authentic relationships over polished professionalism. Gene and Linda Farley founded this organization with passion, practicality, and a gift for bringing people together—qualities we hope to see reflected in our next leader.



Where We Are Now

We're at an important transition point. Our programs are strong, our mission is vital, and our community connections are deep. What we need next is:

- **Stronger organizational infrastructure**, including better systems, clearer policies, and upgraded technology
- **Enhanced financial sustainability** through diversified revenue streams beyond our current funding base
- **Clearer strategic vision**, particularly around how our peace and justice work creates meaningful community impact
- **Professional operations** while maintaining our grassroots, accessible culture
- **A cohesive team** supported by respectful leadership and efficient systems

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What Success Looks Like

In Your First Year:

- You've built trusting, respectful relationships with our staff, board, and community partners
- You've implemented improved operational systems and documented key procedures
- You've developed a strategic plan with clear short and long-term goals
- You've initiated efforts to diversify and strengthen our revenue streams
- You've enhanced our visibility in the Madison region through effective community engagement
- Staff morale is high and people feel supported in their work

In 3-5 Years:

- The Farley Center has cohesive, professional operations with strong systems that support our mission
- Our staff team is thriving with clear roles, good communication, and collaborative decision-making
- We're well-known in the region as a natural cemetery, collaborative farm, and gathering space for peace and justice work
- We have robust, diversified funding that ensures long-term sustainability (especially considering Natural Path Sanctuary's 50+ year timeline)
- There's a clear, compelling vision for how all our programs connect to create meaningful change
- Our facilities and land reflect the level of stewardship we aspire to



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What You'll Do

Be the Strategic Leader & Vision-Keeper

- Articulate how our programs and initiatives work together to advance our mission
- Develop and implement a long-range strategic plan in collaboration with staff and board
- Guide the peace and justice aspects of our work so we can have a meaningful impact in and beyond the Madison community
- Stay connected to developments in sustainable agriculture, natural burial, and social justice movements

Build Strong Organizational Infrastructure

- Establish efficient systems, policies, and procedures that professionalize our operations
- Upgrade our technology infrastructure (website, recordkeeping, donor management)
- Ensure strong financial oversight and reporting
- Manage facilities and land stewardship

Excel at Financial Management & Fundraising

- Develop diversified revenue streams for long-term sustainability
- Create and implement a comprehensive fundraising strategy (grants, major gifts, events, legacy giving)
- Build relationships with funders and community partners
- Oversee budgeting, financial reporting, and fiscal health

Support and Empower the Staff

- Provide supportive supervision to experienced staff
- Foster a culture of respect, transparency, and collaborative decision-making
- Work with the board on personnel matters while empowering staff in their areas of expertise

Be Our Public Face

- Serve as primary spokesperson for media, events, and community engagement
- Represent the organization with warmth, authenticity, and compelling communication
- Nurture relationships with neighbors and community groups

Partner Effectively with the Board

- Work collaboratively with board members on governance and strategic direction
- Provide clear communication and transparent reporting
- Help define board-staff roles and division of responsibilities

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Who You Are

You Bring These Essential Qualifications:

- **5+ years of nonprofit executive leadership experience** with demonstrated success
- **Strong financial management skills** - you're comfortable with budgets, forecasting, and fiscal oversight
- **Proven fundraising ability:** You've successfully raised money through diverse strategies
- **Strategic planning expertise:** You can develop a vision and translate it into actionable plans
- **Systems-building experience:** You create infrastructure that makes organizations run smoothly
- **Collaborative leadership style:** You genuinely believe in consensus-building and transparent communication
- **Personnel management skills** with a track record of creating positive, supportive work environments
- **Board relations expertise:** You know how to work effectively with volunteer governance
- **Excellent communication skills**, including writing, public speaking, and interpersonal communication
- **Passionate commitment** to peace, justice, environmental sustainability, and land stewardship

You Embody These Leadership Qualities:

- **Warm and approachable** - people feel comfortable talking with you; you're "real" and authentic
- **Collaborative and consensus-building** - you seek input and build shared ownership
- **Servant leader** - you lead through support and empowerment, not control
- **Organized and reliable** - you follow through on commitments and manage complexity well
- **Culturally competent** - you work effectively across differences and promote equity
- **Conflict-resolution capable** - you address tensions directly and constructively

Nice to Have:

- Experience with sustainable agriculture or collaborative farm programs
- Knowledge of natural burial practices and the death-positive movement
- Background in peace and justice organizing or advocacy
- Deep familiarity with progressive nonprofit culture
- Spanish-speaking ability

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Compensation & Benefits

Salary Range: \$100,000 to \$120,000 annually, depending on experience

Benefits Include:

- Health, Dental, and Vision Insurance, with 100% of premiums covered.
- 30 days of annual PTO.
- Flexibility during regular business hours, with occasional evenings and weekends required.
- Work in a beautiful natural setting on preserved land.

How to Apply

Please submit the following to boardchair@farleycenter.org:

1. **Cover letter** (please address):
 - Why you're drawn to the Farley Center's mission
 - Your relevant experience and how it aligns with our organizational needs
 - Your leadership philosophy and approach to collaborative management
 - What "success" would look like to you in this role
2. **Resume**

Anticipated start date: May 1, 2026

Equal Opportunity

The Linda & Gene Farley Center for Peace, Justice, and Sustainability is committed to building a diverse and inclusive community. We encourage applications from people of all backgrounds, identities, and experiences. We are an equal opportunity employer and do not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic.

Questions?

For more information about the Farley Center, visit <https://farleycenter.net/>. For questions about the position or application process, contact Sheamus Cavanaugh, Board Chair, at boardchair@farleycenter.org.

We look forward to meeting candidates who share our passion for peace, justice, and sustainability.