

**POSITION PROFILE**  
**EXECUTIVE DIRECTOR**



*CHARLESTON, SC*



MANEVA



## ORGANIZATION OVERVIEW:



The Alliance for Full Acceptance (AFFA) is a nonprofit advocacy and education organization founded in 1998 and based in Charleston, South Carolina. AFFA is dedicated to achieving full equality and acceptance for LGBTQ+ people across the Lowcountry and throughout South Carolina.

AFFA is made up of two distinct organizations, The Alliance for Full Acceptance – the organization’s 501(c)3 arm, and its affiliated 501(c)(4) organization, AFFA Action. AFFA Action is a political advocacy organization engaged in year-round lobbying and strategic LGBTQ+ advocacy on the local, regional, and state levels. AFFA Action was incorporated in 2023 with the purpose of deepening statewide policy advocacy, and strengthening the collective political power of the local LGBTQ+ community.

Together, AFFA and AFFA Action operate at the intersection of education, community awareness, cultural change, and policy advocacy. Their goal is to build inclusive communities while working to advance legal and political protections that ensure safety, dignity, and full participation for LGBTQ+ South Carolinians.

AFFA leads workshops and trainings in schools, healthcare settings, and workplaces; facilitates leadership development and public education programming; and supports coalition building across sectors. AFFA Action adds the power of political advocacy and civic engagement, leading issue-based campaigns, advancing inclusive policy at the local level, and engaging voters on behalf of LGBTQ+ issues.

At its core, AFFA is driven by a belief that meaningful progress must happen in both hearts and laws. The organization is known for its commitment to “education without alienation,” and its approach to advocacy is rooted in persistence, empathy, and deep respect for the lived experiences of LGBTQ+ people across the state.

With a committed board, strong community partnerships, and the most secure financial position in its history – strong reserves and a total budget of just under \$800,000 – AFFA is preparing to expand its impact and reach more communities across South Carolina.

To learn more, please visit [www.affa-sc.org](http://www.affa-sc.org) & [www.affa-action.org](http://www.affa-action.org)



## POSITION SUMMARY:

# EXECUTIVE DIRECTOR

The organization is now seeking a collaborative, strategic, and community-centered Executive Director (ED) to lead both AFFA and AFFA Action through this important next phase. This role requires a public-facing leader who can represent the LGBTQ+ community with clarity and confidence, especially across a complex and politically challenging state landscape.

The Executive Director will serve as the chief executive for both the 501(c)(3) and 501(c)(4) entities. They will be responsible for setting strategy, overseeing operations, managing staff and consultants, leading fundraising efforts, and serving as the primary spokesperson for the organization. This role blends high-level strategy with daily execution, and it requires someone who thrives in both.

The next Executive Director must bring a strong personal commitment to LGBTQ+ rights, the ability to build trust in a wide range of communities, and a willingness to be visible and accessible across the state.

Reporting to the Board of Directors, the ED will be responsible for budget oversight, strategic planning and building out the organization's impact and footprint. They will be expected to maintain and grow key relationships with funders, public agencies, movement allies, and the diverse communities AFFA represents.



## ESSENTIAL DUTIES:

### Leadership and Strategy:

- Lead the overall strategic direction of AFFA and AFFA Action in alignment with the mission, values, and long-term goals of the organizations.
- Represent the organizations publicly across media, policy, civic, and community spaces.
- Build statewide visibility for AFFA through expanded programming and partnerships beyond Charleston, especially in Columbia, Greenville, Myrtle Beach, and other underrepresented areas.
- Oversee the development of local policy initiatives and coalition work through AFFA Action, including county and municipal ordinances that protect LGBTQ+ communities.

### Community Engagement and Advocacy:

- Build relationships with LGBTQ+ South Carolinians across lines of race, class, geography, gender identity, and lived experience.
- Strengthen coalitions with nonprofit partners, elected officials, educators, and faith and healthcare leaders.
- Serve as a go-to resource for organizations and institutions navigating LGBTQ+ inclusion.
- Oversee and expand public education programs, including LGBTQ+ 101, Safe Zone training, DEIB workshops, and inclusive care training for professionals.

### Fundraising and Development:

- Lead the fundraising strategy and ensure sustainable revenue growth through major donors, grants, events, and new funding streams.
- Steward key donor relationships, especially with long-term and high-net-worth supporters.
- Oversee the annual gala and other events, ensuring alignment with strategic goals and donor cultivation.
- Explore new opportunities for donor engagement and revenue diversification.

### Operations and Organizational Growth:

- Manage day-to-day operations and support a positive and inclusive, workplace culture.
- Supervise staff and consultants and develop internal systems to support team growth and long-term sustainability.
- Collaborate with the AFFA and AFFA Action boards on governance, financial health, and strategic planning.





## LEADERSHIP COMPETENCIES & PERSONAL CHARACTERISTICS

The ideal candidate will be outcome-oriented and have a deep commitment to AFFA's mission, demonstrating genuine care for the well-being of the LGBTQ+ community across South Carolina. While no single candidate will bring every competency, strong candidates will see themselves reflected in the following characteristics:

### TRUST BUILDER AND COMMUNITY CONNECTOR

- Earns trust through presence, empathy, and integrity. Builds and sustains relationships across lines of difference and serves as a connector among communities, donors, partners, and policymakers. Approaches complex dynamics with groundedness and care. Values relationships not as transactions but as the foundation for long-term impact.

### COURAGEOUS AND COMPOSED

- Brings steadiness and clarity in high-pressure situations. Handles difficult conversations and political challenges with purpose and resolve. Balances boldness with diplomacy and is willing to say no when mission or values demand it. Responds to resistance without losing focus, staying rooted in principle.

### VALUES-DRIVEN AND EQUITY-CENTERED

- Leads with humility, accountability, and a deep commitment to LGBTQ+ equity. Prioritizes inclusion and ensures marginalized voices are centered in decision-making. Puts equity into daily practice, not just strategy. Understands intersectionality and leads in ways that are respectful, relational, and inclusive.

### SELF-STARTER AND THOUGHTFUL EXECUTOR

- Motivated, proactive, and comfortable leading in evolving or ambiguous environments. Combines big-picture thinking with disciplined follow-through. Takes initiative, follows through on commitments, and builds strong systems to support growth. Knows when to delegate and when to step in personally.

### AUTHENTIC PUBLIC LEADER AND STORYTELLER

- Serves as a compelling and credible public voice for the mission. Communicates clearly and with warmth across a range of audiences, from donors and funders to elected officials and community members. Brings authenticity and relatability to their leadership presence and is skilled at inspiring action through storytelling.



## LOCATION, COMPENSATION AND BENEFITS

Charleston, South Carolina is a city with deep cultural roots and a vibrant civic community. As one of the most recognizable Southern cities, Charleston offers its residents both rich history and a dynamic pace of life. It is home to a growing number of advocacy organizations, community leaders, and LGBTQ+ residents working to advance equity, inclusion, and justice in a state where progress is both urgent and hard-earned.

The Executive Director of AFFA will be expected to be a visible, engaged leader across Charleston and communities throughout South Carolina. Building trust, showing up consistently, and leading in ways that are grounded in local relationships will be essential to success in this role. While specific decisions around hybrid work, office routines, and team structure will evolve under new leadership, regular in-state travel, community presence, and responsiveness are core expectations of this position.

**Compensation for this role will be between \$100,000 and \$120,000**, in line with candidate experience and qualifications. **This role will also include a strong variable compensation structure**, including bonus potential tied to dollars raised, will be established in agreement with the Board at the time of hire. AFFA offers a comprehensive benefits package including paid medical, dental, and eye, PTO, and access to a retirement account.

## HOW TO EXPRESS INTEREST

To express your interest and explore this opportunity, please submit your **resume** and **cover** letter [here](#).

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to receiving your inquiries!



## ABOUT MANEVA GROUP

**Maneva Group** is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: **“Mānav”** meaning mankind & **“Sevā”** meaning service. We are driven by the ideal of our name - **service to humanity**.