

Executive Director

Baltimore, Maryland · Part-time, 20 hrs/week

The Opportunity

Breadcoin is looking for a builder—someone who can stand in front of a camera, a congregation, or a CEO and invite them into something that matters.

You'll inherit an established Maryland team, a proven model, and real momentum. Your job is to build the fundraising machine that powers what comes next: deeper roots across Baltimore, and, Breadcoin in every corner of Maryland.

This is a part-time role with full-mission stakes. If you've grown a business, led a development shop, pastored a community, or scaled a nonprofit, and you're ready to put that experience to work on something with both heart and traction, we'd like to meet you.

About Breadcoin

Breadcoin creates economies of dignity. Our physical tokens, funded by neighbors and redeemable at local food vendors, give people facing food insecurity a meal, and the businesses that serve them new customers. Since launching in Washington D.C. in 2016 and Baltimore in 2020, we've built a network where individuals, businesses, nonprofits, and faith communities act together to nourish their neighbors. Everyone has a seat at the table.

The Role

You'll lead Breadcoin Maryland: own the growth of our Maryland operations, build the team and partnerships that sustain it, and lay the groundwork for statewide expansion. You'll close gifts, recruit champions, expand the vendor network, lead an existing regional team, and serve as the face and voice of Breadcoin across the region.

Most of your time goes in front of people: donors, partners, vendors, pastors, cameras. The rest builds the team and systems that make the growth durable.

What You'll Do

Grow the Network (70%)

Build the fundraising machine. Close \$200,000 in year-one donations, grants, and Breadcoin purchases through individual relationships, organizational partnerships, and recurring giving. Cultivate major donors. Secure recurring monthly contributions. Bring medium-to-large churches, corporations, and nonprofits into the Breadcoin community as buyers and partners. Build a network of "champions" who open doors to people you haven't met yet. Track the pipeline. Treat the goal as a floor, not a ceiling.

Cast the vision publicly. Deliver 15+ presentations a year at churches, civic groups, and corporate gatherings, including our monthly *Discover Breadcoin* information meetings. Represent Breadcoin in local media—on camera, on radio, in print. When someone needs to tell the story of why Breadcoin matters in Maryland, that's you.

Expand the network on the ground. Oversee vendor and partner expansion across Maryland counties, with a target of 100 Breadcoins redeemed per vendor per month. Recruit and supervise Community and County Coordinators who handle day-to-day operations and partner logistics, freeing you to focus on the high-leverage relationships that move the mission.

Build the Team (20%)

Lead the existing Maryland regional team and recruit new team members as the region grows. Own the regional budget and Breadcoin inventory in partnership with the central office. Report state metrics and strategic insights upward.

Set the Table (10%)

Co-lead our signature **flash tables** (pop-up outdoor gatherings around a shared meal) and **shared tables** (recurring indoor community meals). These are Breadcoin's gatherings—where neighbors and supporters break bread together and the mission becomes tangible. Bring in church and nonprofit partners to host and sponsor. Use these events to draw new people into the work.

Who You Are

This role doesn't require a single career path. Strong candidates often come from one of these backgrounds:

- Corporate or executive leadership ready for a meaningful next chapter
- Nonprofit executive or development leadership
- Pastoral or faith community leadership
- Community organizing or grassroots movement-building

What we need is someone who can do these five things:

Raise money. You've personally closed five- and six-figure gifts and grants or led a sales process to similar outcomes. You're comfortable asking, you follow up without being prompted, and you treat fundraising as relationship work.

Move a room. Whether the room is a sanctuary, a boardroom, or a livestream, you make people care. You've done public speaking at scale and you're comfortable on camera.

Lead a team. You've supervised employees, contractors, or volunteers, and you know how to develop people while holding them to a standard.

Run an operation. You can manage a budget, track a pipeline, prioritize across competing demands, and pick up new tools quickly.

Bridge worlds. You're at home in faith communities and equally comfortable in corporate, civic, and grassroots settings. You can talk to a pastor, a CFO, and a neighbor at a food truck on the same day.

Three to five years in a leadership role of any of the kinds above is a useful floor.

Bonus Points

- Existing relationships in Maryland faith and nonprofit communities
- Experience in food security, homelessness, or community development
- Documented track record of exceeding fundraising or sales goals
- Familiarity with low-to-moderate income community dynamics
- Experience scaling an existing program or team

What Success Looks Like

In your first year, you will have:

- Secured \$200,000 in donations and Breadcoin purchases
 - Established a visible, growing Breadcoin presence across Maryland
 - Recruited and onboarded 10–15 new food vendors
 - Delivered 15+ presentations to churches, organizations, and community groups
 - Built a pipeline of recurring donors and organizational partners primed for growth
 - Co-led multiple flash table and shared table events
 - Recruited and Onboarded County and/or Community Coordinators
 - Developed key partnerships with churches, nonprofits, and civic organizations that raise Breadcoin's profile
 - Laid the foundation for strategic expansion into additional Maryland counties
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The Details

- **Employment Type:** Part-time, 20 hours/week
 - **Compensation:** \$40/hour (\$800/week; approximately \$41,600 annually)
 - **Benefits:** Health insurance includes 75% coverage for employee, 50% for family; mileage reimbursement; cell-phone reimbursement, PTO and sick package included.
 - **Reports To:** CEO
 - **Primary Region:** Maryland, with strategic expansion into additional Maryland counties
 - **Travel:** Regular local travel for meetings, presentations, and events; occasional travel to other Breadcoin regions and the central office
 - **Start Date:** On or after July 15, 2026
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How to Apply

Send a resume and a brief note—cover letter, short video, or whatever best represents you—telling us why this role and why now. Submit to admin@breadcoin.org by **June 30, 2026**.

We review applications on a rolling basis. Initial conversations are 30 minutes by video. We aim to make a decision by July 15, 2026.

Breadcoin is an equal opportunity employer. We welcome applicants of all faiths, backgrounds, and life experiences.