



Opportunity: Executive Director

October 1, 2025



Presented by Tapestry Talent Search + Consulting

Apply Here: <https://tinyurl.com/EDYouthGo>

About Youth Go

Youth Go is a youth-directed, supportive community which offers youth in grades 5-12 opportunities to learn, grow and feel comfortable with themselves and others.

Youth Go, Inc. is a non-profit youth drop-in center that was founded in 1969 by youth and supportive adults looking for a safe gathering place. Located on the border of Neenah and Menasha, Wisconsin, Youth Go is committed to making a lasting and positive difference in the lives of young people. From after-school tutoring that boosts academic confidence to creative programming that ignites new passions, Youth Go strives to provide a nurturing environment where every young person feels seen, valued, and supported.

At no-cost to youth and their families, Youth Go provides opportunities for over 1800 youth in grades 5 through 12 annually to do well in school, develop as individuals, and prepare for their next step in life. Through participation in programming centered around Recreation, Education, and Support and Wellness, youth have the opportunity to learn about themselves, develop positive relationships with peers and adults, grow through their experiences, express their creativity, and cultivate their skills and potential in a safe and supportive environment. Youth Go offers a place where youth can feel like they belong, where they are accepted for who they are and where they are at, and where they feel cared about.

Specific programs include Youth Go's Study Stars Tutoring Program, Safe Group & Café for LGBTQIA+ youth, field trips, Open Doors programming for early release school days, creative arts programming, Family Nights, and the Leadership Empowerment Retreat at the Central Wisconsin Environmental Station. Friday Frenzy nights are normally the 2nd Friday night of each month. They are themed nights from the snack, through every activity, the dinner, and even the door prize. These Fridays are jam packed with activities and tend to be some of the busiest and most anticipated evenings.

Fundraisers include The Hallows Haunted Trail Walk each fall, and the Fore the Youth Golf Classic. The organization has a healthy endowment, funding from a variety of sources, and owns their building. Staff typically stay for many years, and many youth come back to work or volunteer at Youth Go, creating a family feel that nurtures and supports participants through critical formative years of life, and beyond. It's a special place on "the island" in Neenah/Menasha and must remain thriving and sustainable.

For more information: [Youth Go Drop-In Center for Grades 5-12 in Neenah, WI](https://www.youthgo.org/) [Youth Go](https://www.youthgo.org/)



About the Executive Director Position

The ideal Executive Director is an inspiring, visionary, and highly relational leader, able to build and maintain strong relationships with youth, their families, donors, and community partners. The Executive Director will create and communicate a clear and actionable vision, while ensuring the organization's resources (human, financial, and material) are effectively leveraged to support impactful, mission-aligned programming. The Executive Director will cultivate an organizational culture of inclusion, accountability, collaboration, caring and support.

The Executive Director will lead a team of 10 full and part-time staff who oversee programs, including arts & education, recreation, support & wellness, LDBTQIA+ advocacy, and outreach. They will lead resource development and strategy, including oversight of the Winnebago County contracts. This leader will be highly organized, flexible, creative, innovative, and a good listener to the youth and the team. They will engage in visible, meaningful ways as a community member, establishing and maintaining strong partnerships with community organizations and donors to build further awareness and youth participation in the programming. They will encourage staff to try creative and innovative ideas, and they will champion a collaborative community-based approach. The Salary range is \$110,000 to \$125,000, commensurate with experience.

Primary Duties and Responsibilities

Organizational Leadership

- Develop and communicate strategic goals aligned with Youth Go's mission and values.
- Oversee the implementation of operational systems and processes to ensure effectiveness, with a focus on accountability for budget, financial systems and fundraising activities.
- Serve as the primary liaison to the Board of Directors, supporting board recruitment, governance, strategy, and resource development.

Team Leadership and Culture

- Recruit, lead, and support a high-performing team, fostering professional growth and development.
- Ensure clarity in team roles, responsibilities, and expectations to optimize organizational impact.
- Promote open communication and collaboration across the team, and a positive, inclusive culture.

Program Oversight and Impact

- Set a clear vision and measurable goals; ensure robust program evaluation systems are in place to measure and report impact.
- Foster partnerships to offer impactful programming in coordination with other community resources.
- Ensure programming best meets participant needs and consider expanded services that could serve more youth in meaningful ways.

Community Engagement and Visibility

- Serve as the face of Youth Go in the community, speaking, presenting, and generally representing the organization in a visible way.
- Foster meaningful relationships with families, schools, community partners, and donors or supporters.
- Oversee external communications, including newsletters, impact reports, social media, and the website.

Fundraising and Resource Development

- Drive and support Youth Go's volunteer board of directors and fund development partners, assisting strategies around major gift solicitation, grants, annual campaigns, and events.
- Serve as the face of the organization with individual, foundation, and corporate donors.
- Collaborate with the Board to expand the organization's fundraising base.
- Pursue grant opportunities, write or oversee the writing of grant proposals and donor reports.

Required Skills & Qualifications

Skills

- Ability to inspire authentic passion for the mission of Youth Go. This leader will be driven by the opportunity to create belonging and opportunity for students from marginalized communities.
- Visionary and strategic thinker with strong execution skills.
- Exceptional communicator with the ability to inspire and engage community stakeholders.
- Strong leader and team builder, fostering a culture of collaboration and accountability.
- Highly organized, able to manage multiple priorities and meet deadlines.
- Results-driven with a commitment to continuous learning and improvement.

Qualifications

- A proven commitment and passion to serve youth with diverse socio-emotional, academic, and economic needs with empathy, humor, and positive energy.
- Minimum 7 years of leadership experience in education, social services, nonprofit management or a related field, including strategic planning and operational oversight.
- Experience managing and professionally developing staff, oversight of board volunteers, and community partnerships.
- Familiarity with financial management and budget oversight.
- Experience serving as the outward-facing voice of an organization, guiding messaging, communicating the mission, and building the organization's brand.
- Experience driving and supporting fundraising, grant writing, and donor cultivation.
- Proven success in optimizing processes for best practices.
- Ability to work on site most days, with flexibility, and evenings and weekends, as needed.
- Valid driver's license and willingness to travel locally and nationally.
- Successful completion of a background check.
- Bachelor's degree, preferred.

Youth Go has retained Tapestry Talent, Search + Consulting to conduct the search for an Executive Director. Applicants will be accepted until October 27, 2025.

To apply, please submit your cover letter and resume to:

Jennifer Winding
Tapestry Talent, Search + Consulting:
jennifer@tapestrytalent.co
608-556-3315

or apply here with your cover letter and resume combined as one document:

<https://tinyurl.com/EDYouthGo>