



Chief Executive Officer  
Ignatian Volunteer Corps

## THE OPPORTUNITY

The Ignatian Volunteer Corps (IVC), a national service organization rooted in Ignatian spirituality, seeks a mission-driven and visionary leader to serve as its next Chief Executive Officer (CEO). IVC's mission is to provide adults—often those entering retirement or a new life chapter—with a transformative opportunity to integrate service, community, and spirituality through skilled service opportunities at partnering nonprofit organizations. IVC was founded nearly thirty years ago by Jesuits Fr. Jim Conroy, SJ, and Fr. Charlie Costello, SJ, to be more than just a volunteer program, but rather a formation community that invites seasoned adults to bring their wisdom, compassion, and professional experience to those on the margins while deepening their own spiritual lives.

Reporting to the Board of Directors, the next CEO will join IVC at a pivotal moment in its evolution. Guided by the Imagine IVC Strategic Plan 2035, the organization is poised for ambitious growth, increased national visibility, and deepened spiritual formation. For the second time, IVC this year has been awarded the Maryland Nonprofits Standards for Excellence Accreditation, an honored distinction that showcases IVC's commitment to ethics, accountability and operational excellence. With more than 550 Corps Members serving in 30 states and nearly 400 nonprofit partner agencies, IVC contributes an estimated \$12.5 million in annual service value while responding to increasing demand from nonprofits facing constrained resources. The CEO will have the opportunity to shape the next chapter of IVC's impact—strengthening the national brand, assessing organizational infrastructure, and thoughtfully advancing expansion that remains rooted in Ignatian values and a relational culture. This position provides an opportunity for a motivated and energized CEO to make a significant impact on a successful organization ready for the next phase of its development.

IVC is a financially stable and growing organization with a diversified revenue base, and is planning a campaign to fund the expansion of Corps Members, thereby growing the organization's reach. The CEO will play a central role in external fundraising and friend-raising, serving as a compelling ambassador for IVC's mission and impact. Working closely with the Board and advancement staff, the CEO will cultivate a culture of philanthropy that builds on the loyalty of volunteers, donors, and partners, while positioning

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IVC to partner with additional organizations within established regions, to enter new communities, and also to expand virtual service opportunities.

IVC seeks a CEO with a track record of effective leadership as well as an understanding of the Jesuit charism and Ignatian spirituality. The successful candidate will empower and support a mission-driven staff, foster trust and open communication, and invest in assessing and strengthening organizational culture. The CEO will work closely with the Board of Directors to advance strategic priorities and ensure that IVC continues to offer a transformative path where service, spirituality, and community come together to enrich both those who serve and those who are served.

The Ignatian Volunteer Corps has retained Isaacson, Miller, a national executive search firm, to assist in the recruitment of its next CEO. Please direct all applications, inquiries, and nominations to Isaacson, Miller as indicated at the end of this document.

## ABOUT THE IGNATIAN VOLUNTEER CORPS

IVC was founded in response to Vatican II's call for laypeople to actively participate in the life of the Church. The founders' vision was for a program that would connect retired professionals with communities in need, combining service with deep personal and spiritual reflection. IVC began with a group of 11 men and women providing service and meeting for prayer and reflection in three cities. Since its founding, IVC has grown into a dynamic movement of purpose-driven adults who bring stability, skill, and presence to nonprofits in need of their service. Today, IVC partners with a wide range of nonprofit organizations in 16 different geographic regions of the U.S. The [Regional Offices](#) are supported by Directors and Coordinators who report up through the Vice President of Programs. The COVID-19 pandemic challenged IVC to adapt and reimagine service, and by 2022, virtual placement had also become a core offering.

Corps Members come from diverse professional backgrounds—education, nursing, administration, law, counseling, finance, and more—and offer consistent, dependable support that many organizations cannot otherwise afford. Corps Members commit to serve one or two days a week, ten months of the year, in organizations that can use their skills. Their roles include accompanying people experiencing homelessness, supporting callers in crisis, tutoring children, revitalizing school libraries, performing quiet but essential ministries of presence in senior communities, to name a few. Across every setting, Corps Members do more than complete tasks; they build dignity, connection, and hope. By bringing professional and life experience to their service, corps members strengthen nonprofit partners and help create a more just society. Many members have said they receive even more than they give, finding deep meaning in both their service and their shared community.

IVC offers not just volunteer work, but a welcoming, high-touch community dedicated to personal growth and meaningful service. Staff walk closely with each Corps Member—from helping discern the right placement, to offering ongoing spiritual formation, to nurturing a strong sense of belonging. With

increasing national visibility, record donor investment, and a growing network of nonprofit partners seeking compassionate and skilled support, IVC continues to expand its reach.

The Imagine IVC Strategic Plan 2035 outlines a bold vision for strengthening the organization and expanding its work. Following extensive stakeholder engagement, the plan introduces major focus areas:

- Providing coherent, robust formation in Ignatian spirituality that inspires service, justice, and reconciliation
- Expanding the organization's national presence and recognition as a leader in integrating spirituality, social justice, and lifelong service
- Building a strong, inclusive culture of giving that deepens benefactor engagement and financial sustainability
- Achieving sustained, scalable organizational growth to meet increasing demand for purposeful retirement opportunities
- Supporting staff and leadership through strong systems, training, and a healthy organizational culture

## FINANCES AND FUNDRAISING

The organization's FY26 budget reflects a financially stable operation with an operating budget of \$3.3 million, with funding from partnership fees, foundation grants, and philanthropic support. IVC operates with a positive margin, and its diverse sources of revenue support both its mission programs and organizational infrastructure.

Planning is underway for a fundraising campaign designed to double the number of Corps Members and significantly expand the organization's national impact. The campaign, now in its early phase, will support both ongoing operational needs—such as recruiting and sustaining volunteers and maintaining Ignatian spiritual formation programs—and long-term strategic growth, including strengthening existing regions, expanding virtual service opportunities, and entering new cities where demand is high. By investing in infrastructure, leadership in Ignatian spirituality, and broader recruitment, the campaign will ensure that IVC can better support the organizations it serves.

## LEADERSHIP

A 501c3, IVC is led by a national Board of Directors made up of 21 members who provide strategic vision and governance, ensuring that IVC continues to grow, serve, and sustain its mission. The board meets four times per year and has 7 active committees: the executive committee, finance, audit, illuminate, invite/engage, advancement, and business planning. The current board chair, Richard Kelly of Charlottesville, Virginia, is a retired managing director of Mizuho Securities. Mary McGinnity has served as the President and CEO since 2010 and is retiring after a successful tenure leading the organization.

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## ROLE OF THE CHIEF EXECUTIVE OFFICER

Reporting to the Board of Directors, the Chief Executive Officer provides vision, leadership, and strategic direction for IVC. More broadly, the CEO serves as the organization's primary ambassador and chief advocate, working in close partnership with the Board as a thought partner and trusted advisor while leading an executive team comprised of a VP of Programs and a VP of Advancement, Communication, and Marketing (currently vacant). The CEO also oversees the finance professional, who works on a contract basis.

The CEO is responsible for advancing the organization's strategic priorities, strengthening operational effectiveness, and ensuring the long-term sustainability and impact of IVC's programs through a successful development strategy. In close collaboration with board leadership and senior staff, the CEO works to translate vision into action, scale IVC's reach thoughtfully, and strengthen its national brand while maintaining the integrity of its Ignatian identity. Through effective communication, relationship-building, and a commitment to transparency and shared leadership, the CEO ensures that IVC's mission, values, and strategic goals are fully integrated across all aspects of the organization.

## KEY OBJECTIVES FOR THE CEO

### ***Develop an ambitious vision for organizational expansion, while affirming the mission of IVC.***

The CEO will collaborate with the Board of Directors and IVC community to develop and communicate a forward-looking vision aligned with IVC's mission and strategic plan. This vision will honor IVC's tradition but focus on expanding reach and sustaining quality of services. IVC makes a significant impact on the lives of its volunteers and the organizations it supports, and by continuing to expand its reach, IVC can have an even stronger national presence and impact the lives of many more people. IVC is at a pivotal moment in its history, poised for its next phase of growth.

### ***Review and update the organizational structure to maximize efficiency, capacity, and culture.***

Critical to the next phase of IVC's growth will be the clarification and potential adjustment of existing roles and responsibilities. This will require the CEO to take the time needed to understand how the current organization is structured and how each role supports the mission. The organizational structure will support efficiency and effectiveness, growth of services, and the hands-on approach expected by both volunteers and the nonprofits they serve. The next CEO will set up IVC for ongoing success and position each staff member to be engaged and aligned with IVC's mission and outreach.

### ***Empower and support staff while also engendering a spirit of collaboration and transparency.***

It will be important for the incoming CEO to work quickly to build trust with staff at all levels. The CEO will attract and retain highly competent talent with a passion for IVC's mission. The CEO will invest in a broad range of support for staff, including training and performance metrics and evaluations, and will implement a plan for staff career and leadership development. The CEO will be an effective communicator and active

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listener, adept at sharing information, fostering candid dialogue, creating space for an open exchange of ideas, and balancing listening with leading.

***Proactively engage in external fundraising and friend-raising.***

The next CEO will be a champion for IVC's mission and will devote time to philanthropy, both by stewarding relationships with existing donors and also cultivating new supporters. The CEO will have the opportunity to hire a Vice President of Advancement, Communications, and Marketing and will work together with this Vice President to meet IVC's fundraising goals as outlined by the Imagine IVC Campaign. Building on IVC's deep sense of community and the loyalty of current and former volunteers, the next CEO will leverage these assets and the current momentum to create new opportunities for outreach and engagement.

***Work closely with the Board of Directors to further IVC's goals and impact.***

The CEO will engage board members as active contributors, thought partners, and ambassadors for IVC, its programming, and the communities it serves. The CEO and Board will develop short- and long-term plans for organizational success. The CEO and the Board will partner on board development, professionalization, and succession planning.

## QUALIFICATIONS AND CHARACTERISTICS

The successful candidate will possess many, if not all, of the following qualifications and characteristics:

- A deep and demonstrated understanding of the Jesuit charism and Ignatian spirituality; a preference for someone who has completed the Spiritual Exercises;
- A strong commitment to the mission of the IVC and the ability to articulate this mission in a compelling way to a variety of audiences;
- A successful fundraiser with a passion for engaging and stewarding donors;
- Executive presence and desire to lead and develop a team of dedicated professionals;
- A collaborative and transparent leadership style;
- Ability to engage and work effectively with the Board of Directors to set strategic priorities;
- Effective and flexible communication style both internally and externally;
- Experience with successful, innovative strategic planning and positioning an organization for the future. Expertise in translating a vision into a practical strategy with concrete implementation methods and measures of anticipated outcomes;
- Demonstrated experience building and sustaining collaborative networks and working effectively in partnership with various groups, including individuals served, community partners, industry partners, and others;
- A successful leader in the nonprofit or public sector with strong organizational skills and experience with financial oversight, including budgeting, planning, and reporting;

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## LOCATION AND COMPENSATION

This is a remote position within the United States, with the expectation that the CEO be able to easily travel nationally. The salary range for this position is \$150,000 – \$175,000.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Applications (including CV and cover letter), inquiries, and nominations should be submitted in confidence to Phillip Petree, Kristen Andersen, and Ryan Smillie via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/ignatian-volunteer-corps/chief-executive-officer>

*Equal Employment Opportunity has been and will continue to be an objective of IVC. Employment is based on capabilities and qualifications without discriminating against anyone on the basis of race, color, sex (including pregnancy), national origin, disability, age, marital status, genetic information or any other factor protected by federal, state or local law. IVC will not discriminate on the basis of religion except where it deems religious belief or practice to be relevant to effective performance of essential job duties.*

*This document has been prepared based on the information provided by IVC. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by IVC would supersede any conflicting information in this document.*