

Executive Director — Perennial

Full-Time (32-35 hours w/option of 4 day work week)

Salary: \$50,000 - \$55,000 + Benefits

Applications will be accepted and reviewed until 2/27/2026

Perennial is an equal opportunity employer. We do not discriminate based on race, color, gender, gender expression, sexual orientation, national origin, faith, disability, age, or veteran status.

About Perennial

Perennial is a community workshop in St. Louis dedicated to making sustainability accessible to all through arts-based education. We teach people how to reuse and repair everyday materials, reduce waste, and build more creative, resourceful lives. Through supplies, skills, and swaps, Perennial changes the way we think about *stuff*.

Perennial's mission is to build a creative culture of reuse where discarded items are transformed into cherished resources. We believe in inclusive creativity, hands-on learning, and the power of community. Perennial's values are sustainability, creativity, resourcefulness, accessibility, and fun. Our workshop is a welcoming space where participants, volunteers, neighbors, and staff come together to share skills, make things, and connect.

Perennial currently has an operating budget of \$328,000 and a staff of 2 full-time employees and 5 part-time employees.

Perennial is seeking an Executive Director who is excited to lead a small but mighty organization, support a talented team, and help strengthen the creative culture of sustainability in St. Louis.

Position Summary

Perennial's Executive Director (ED) is responsible for guiding the organization's mission, people, and strategy while understanding daily programming operations. This role provides leadership across fundraising, finances, communication, and staff support. The ED works collaboratively with staff, board of directors, volunteers, and members to create a warm, welcoming environment where creativity and sustainability thrive.

Because Perennial is a hands-on, community-centered workshop, the ED plays an active role in the daily life of the organization. From stewarding long-term strategy to pitching in during large events, or helping keep the workshop hum during a busy weekend, the ED is a champion of Perennial's mission.

Primary Responsibilities

Leadership & Mission Stewardship

- Serve as an enthusiastic spokesperson for Perennial's mission, sharing our impact with donors, partners, neighbors, and participants.
- Stay closely connected to Perennial's programs and workshop culture by being present, engaged, and supportive at events, classes, and community gatherings.
- Lead the implementation of Perennial's 3 year strategic plan, tracking progress, keeping stakeholders informed and guiding thoughtful adjustments.
- Oversee financial management of the organization by leading the annual budgeting process and ensuring responsible and transparent stewardship of Perennial's resources.
- Collaborate with the Perennial Board of Directors

Staff Support & Organizational Culture

- Supervise and nurture a small team through regular check-ins, monthly staff meetings, and clear communication.
- Conduct annual reviews and offer ongoing feedback, celebrating achievements and supporting challenges.
- Lead hiring using thoughtful, equitable processes that reflect Perennial's values.
- Help maintain a workplace where collaboration, empathy, and creativity are daily practices.

Fundraising & Donor Engagement

- Meet contributed revenue goals and oversee all aspects of fundraising including grants, membership, individual giving, events, and sponsor relationships.
- Maintain and grow grant funding through applications, reporting, and funder relationships.
- Lead Perennial's annual fundraising events—Trivia Night and the ReDesign Showcase—alongside staff and volunteers.
- Execute annual campaigns such as Give STL Day and End-of-Year appeal.
- Cultivate relationships with sponsors, donors, members, and community supporters through meetings, outreach, and stewardship.
- Plan and execute member appreciation and donor cultivation events.

Programs & Community Engagement

- Represent Perennial at neighborhood meetings, partner events, and speaking engagements.
- Help create an inclusive participant experience where everyone feels welcomed and encouraged..
- Attend and support large organizational events such as Earth Day, clothing swaps, and neighborhood engagement efforts.

- Support marketing efforts and ensure communications reflect Perennial's welcoming, actionable, and mission-driven voice and brand standards.
- Step in as needed for off-site teaching, shop coverage, or special events when staff capacity is limited.
- Support daily operations through shared tasks such as customer service, errands, and keeping communal spaces tidy.

Required Candidate Qualities

- Combination of education and practical experience equal to 8 years in non-profit management, fundraising, communication, or community programming. Small business owner experience may also be relevant to this role.
- Experience successfully managing multiple employees

Ideal Candidate Qualities

We're looking for a leader who also brings many of the following qualities and experience:

- Expertise in creating and executing fundraising strategy, especially in regards to building relationships and individual donor cultivation.
- Strong project management skills with a proven ability to keep momentum and collaboration on large projects with multiple stakeholders.
- Successful track record of applying for and managing grant awards.
- Evidence of a sincere passion for creative reuse, sustainability, and/or community arts education.
- Experience working with diverse communities and building inclusive, welcoming environments.
- A collaborative leadership style that values communication, listening, and shared decision-making.
- Financial literacy and experience working with budgets.
- Ability to juggle many tasks at once with grace, flexibility, and good humor.
- Strong interpersonal skills and a love for connecting with people.
- A desire to grow alongside the organization, learning from staff, participants, and community partners.
- Knowledge of the local arts and/or sustainability landscape including positive relationships with other organizations or funders.

Perennial welcomes applicants with a wide range of lived and professional experiences. We encourage people who see themselves in this role—even if you do not meet every qualification—to apply.

Compensation & Benefits

Salary: \$50,000 - \$55,000

Benefits include:

- Position is 32-35 hours per week with an option for a 4 day work week (Tuesday - Saturday) Flexible schedule.
- 10 days PTO + two weeks of annual creative holidays (in July and December)
- SIMPLE IRA with up to 3% employer match
- \$150/month health & wellness stipend
- One-month paid sabbatical during 4th year of full-time employment

How to Apply:

Please use this [link](#) to apply. You will be asked to upload your resume and cover letter and answer 3 application questions. If you have technical difficulties with your application please email office@perennialstl.org.

What to Expect:

We believe in a thoughtful, transparent, and equitable hiring process.

- Applicants will receive an email confirming their materials and next steps.
- Initial applications will be reviewed by multiple organization stakeholders. Please note that in our initial review of applications, we work to remove reviewer bias by redacting names or any reference to demographic descriptors such as gender, race, etc.
- If selected to move forward a majority of phone and in-person interview questions will be shared in advance so candidates can offer considered responses.

We look forward to hearing from you.