



THE INDIANA SOCCER ASSOCIATION

EXECUTIVE DIRECTOR CANDIDATE PROFILE

Purpose:

The Board seeks an Executive Director whose character, leadership, professional experience, and commitment to youth development will guide Indiana Soccer into its next chapter. This profile establishes a common framework for evaluating internal and external candidates. The Board will seek credible evidence of results in program growth, financial stewardship, staff and volunteer development, relationship building, organizational leadership, youth development, innovation, and collaborative problem-solving. The board will select a leader with the competence to manage the organization and the character to inspire confidence, develop people, and **advance** its mission. Evidence may come from nonprofit, education, business, or soccer leadership settings.

No candidate need demonstrate every desirable qualification to the same degree. The Board will distinguish foundational leadership expectations from preferred experiences and apply its adopted criteria consistently.

I. ESSENTIAL PERSONAL CHARACTERISTICS AND LEADERSHIP PHILOSOPHY

1. Integrity and ethical leadership

Acts honestly, transparently, sacrificially, and in the organization's best interests.

- Demonstrates accountability, discretion, and ethical judgment.
- Earns trust through consistency and candid communication.

2. Servant leadership

Regards executive leadership as service to staff, members, children, and families.

- Listens with humility; empowers and develops others.
- Shares credit, accepts responsibility, and leads by example.



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3. Positive temperament and emotional maturity

Contributes to a constructive, respectful workplace.

- Remains composed under pressure and handles disagreement professionally.
- Demonstrates empathy, patience, approachability, and a solutions-oriented outlook.

4. Sound judgment and decision-making

Makes thoughtful, timely decisions informed by evidence and appropriate consultation.

- Balances near-term needs and long-term organizational interests.
- Exercises fairness, discretion, and appropriate decisiveness.

5. Family-oriented organizational culture

Preserves and cultivates a welcoming, family-like atmosphere among staff and membership while sustaining professional accountability.

- Builds trust, mutual respect, teamwork, and staff confidence.
- Welcomes differing perspectives and strengthens effective existing practices.

II. COMMITMENT TO CHILDREN, FAMILIES, AND YOUTH DEVELOPMENT

6. Demonstrated commitment to child development

Understands soccer as a means of building character, confidence, teamwork, resilience, and healthy habits.

- Supports safe, age-appropriate, inclusive developmental experiences.
- Values recreational, competitive, and outreach pathways and equitable access.
- Demonstrates this commitment through actions, not merely stated philosophy.

III. EXECUTIVE LEADERSHIP AND ORGANIZATIONAL MANAGEMENT

7. Organizational leadership

Can lead a multifaceted nonprofit and develop accountable, capable staff.



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- Sets priorities, delegates effectively, and evaluates performance.
- Builds consensus while addressing difficult personnel or operational matters.

8. Strategic thinking and vision

Anticipates changes in youth soccer and translates opportunities into plans.

- Balances innovation with stewardship of established programs.
- Identifies risks and emerging member needs.

9. Financial and business acumen

Protects Indiana Soccer's sustainability and directs resources toward mission.

- Understands budgets, financial statements, reserves, contracts, and risk.
- Evaluates partnerships, revenue opportunities, and mission investments.

10. Governance and Board relations

Understands the distinction between Board governance and executive management.

- Provides timely, candid information and independent professional advice.
- Implements duly adopted Board decisions and maintains accountability.
- Demonstrates a commitment to protecting the integrity of Board governance and the reputations of the organization and its directors.

IV. SOCCER KNOWLEDGE, RELATIONSHIPS, AND MEMBER SERVICE

11. Understanding of the soccer environment

Appreciates the role of state associations and the perspectives of clubs, leagues, players, coaches, and referees.

- Understands and has personal experience with recreational and competitive pathways, ODP, coaching education, and referee development.
- Knowledge of U.S. Soccer, US Youth Soccer, and related organizations is mandatory.

12. Relationship building and collaboration

Establishes productive partnerships across differing constituencies.



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- Builds trust with members, schools, US Soccer, other soccer organizations, sponsors, and communities.
- Represents Indiana Soccer with professionalism and respect at all times.

13. Commitment to member service

Values members and places opportunities for additional participation at the center of organizational decisions.

- Recognizes the needs of clubs of different sizes.

14. Entrepreneurial thinking and initiative

Recognizes opportunities and has the initiative to convert ideas into responsible, measurable results.

- Creates programs, partnerships, or sustainable revenue opportunities that advance mission.
- Demonstrates resourcefulness, calculated risk-taking, and sound financial judgment.
- Balances innovation with nonprofit stewardship and accountability.

Interested Candidates should deliver a cover letter and resume to resume@soccerindiana.org not later than end of business November 6, 2026.