



## Position Description Director, MoreCorps

### About M44

**MoreFor4, Inc.** is a national 501(c)(3) nonprofit organization that addresses unmet financial and other needs of persons living with Stage IV cancers. In addition to unique programming BY and FOR our diverse community, **M44** creates innovative, customized, rapid-response solutions for individuals who lack fiscal resources, family, and adequate support systems.

All **M44** decision-making, policy positions, planning, and programming fit within a sweeping national effort we call **The MoreFor4 #NoPainCampaign**. Our bold, long-term initiative centers on the simple premise that cancer-related pain is not limited to physical symptoms of the disease and the toxic side effects of treatment. Other devastating forms of PAIN include the profound consequence of myriad social determinants of health—such as poverty, systemic racism and other forms of discrimination, lack of support systems, isolation, and the erosion of a sense of true belonging. As no one should navigate the complex challenges of a Stage IV cancer diagnosis alone, our unique online community—**MoreCorps**—will offer a place of support and belonging. This part is relatively easy to do. Conversely, the utter lack of fiscal and other support systems in today's landscape DEMANDS *transformative* change. And so... where solutions already exist, we shall find them. Where *nothing* exists, **M44** will harness our relentless “can-do” spirit and programmatic expertise to rectify shortcomings to, at very least, reduce pain... how and where we can.

To begin, we have identified seven initial programs that will be introduced incrementally over coming years—starting in 2025: **CannaCares**, **Rapid Response**, **HomeMatters**, **JEDI Action**, **MoreCorps**, **IMAGINE – Stage4 JobCorps**, and the **M44 Legacy Store**. Programming is deeply interconnected, as someone coming to **M44** for help may benefit from each of these programs simultaneously.

**Job applicants have absolutely no obligation to disclose their health status, legally or otherwise.** However, **IMAGINE – Stage4 JobCorps** is our human resources department—with a twist. Many people with Stage IV cancer have difficulty securing and maintaining employment. With great intention, we will create employment opportunities for individuals who live with Stage IV cancer that are customized to their talents and interests while accommodating medical appointment schedules, side effect management, and expected days where staff does not feel well enough to work. This will certainly make **M44** staffing more complicated, but this approach aligns with our mission and the core tenets of the **#NoPainCampaign**.

If you are a cancer patient, we invite you to discuss your needs with us during the interview process. We may be able to split positions into two or more roles. Likewise, we will offer part-time options that allow folks to earn income (at permissible amounts) without jeopardizing SSDI benefits. In this, we aim to help people with Stage IV cancers achieve a better quality of life — by having more money in their pocket each month AND spending their precious time in ways that are truly meaningful to them. If you must have a job in order to get by — we want you to **LOVE** your work. **And that's what IMAGINE is all about.**

**MoreFor4, Inc.** is an equal opportunity employer. All qualified applicants shall receive consideration for employment without regard to gender, gender identity, race, color, religious creed, national origin, age, sexual orientation, physical or mental health disability, or protected veteran status. Most positions require lived experience (as a Stage IV cancer patient or care partner/caregiver) or a professional background that demonstrates an in-depth understanding of the Stage IV community and person-centered practices. In some other cases, an applicant's core competencies, commitment, hopeful nature, and willingness to learn may be sufficient.

# MoreCorps

As **M44** supports the entire Stage IV community, our membership program, **MoreCorps**, will focus on broader community engagement and support. **MoreCorps** will provide educational programming as well as special online events for our membership. As this program is BY and FOR community, members will contribute to specific programmatic offerings. This will include both support and interest groups, possible classes, local community Member-led **M44 Chapters**, and **MORE**.

*To learn **MORE** about **MoreCorps** and our **Chapters** program, visit <https://morefor4.org/morecorps>. Also, check out [this conversation with a MoreCorps Member](#) about “why it matters.”*

## Position Overview

The **Director of MoreCorps** is responsible for leading development, execution, daily operation, and expansion of **MoreCorps** – a comprehensive program designed to foster community engagement, support, and well-being for individuals affected by Stage IV cancer. **MoreCorps** focuses on creativity, inclusivity, and responsiveness, leveraging both its robust online platform and locally-led Chapters to provide a supportive ecosystem. This role requires a dynamic leader passionate about devising new programming, building connections, offering places of true belonging, supporting diverse needs, providing elevated outreach to historically marginalized populations, and establishing/sustaining a uniquely impactful program.

The **Director of MoreCorps** will cultivate and manage projects and initiatives resulting in outreach to specific member segments, development of member benefits, and execution of relevant engagement strategies. This will be accomplished in collaboration with executive and senior staff, and varied **M44** stakeholders.

**REPORTS TO:** Executive Director (Prior to ED hire and during any ED vacancies, **Director of MoreCorps** will report directly to **M44’s** Chief Executive Officer)

### DIRECT REPORTS:

Exact titles of these positions are still to be determined. Also, these positions will be introduced *over time*. The inaugural **Director of MoreCorps** will influence the order and timing of new staff hires but should be prepared to initially lead this program with limited person-power and only a skeletal team.

- Chapter Support
- Interest Group Coordinator
- Support Group Coordinator
- Member Services
- Platform Content Monitors
- Volunteer Coordinator
- Online Events Coordinator
- Others, as we identify new staffing needs

## What You’ll Do

1. **Strategic Leadership:** Partner with executive leadership (ED and/or CEO) to determine strategic direction and vision for **MoreCorps’** development and continued growth, ensuring alignment with the program’s purpose and **M44’s** mission and values. Develop short and long-term plans to expand program reach and impact. Additionally, this Director shall:

- a. Collaborate with fellow **M44** Directors to meet multifaceted needs of **M44** members. Identify unmet needs in relationship to ongoing quality assurance/organizational improvement efforts, suggest potential new program offerings (in and outside of **MoreCorps**), and help **M44** make optimal, well-considered fiscal and other resource allocation decisions.
  - b. Investigate nonprofit membership program best practices and integrative/digital tools for incorporation into **MoreCorps** operations. Bring new ideas and information to executive leadership for decision-making purposes, with a focus on maximizing time and cost-effectiveness, program impact, and systems/process efficiencies.
2. **Program Development & Management:** Lead the creation, implementation, and management of diverse programming within **MoreCorps**, including support groups, interest groups, hybrid groups (interest/support), informational programs, and special online events. Facilitate a collaborative approach where members contribute to program development and execution/service delivery.
  - a. Work with executive leadership to identify logical starting points for varied groups and educational programs during early start-up phase. Maintain an active calendar of events and work with Communications team to publicize these programs through digital ads, targeted press releases and created media buzz, emails, text campaigns, and social media channels.
3. **Membership Expansion & Engagement:** Drive current membership programming as well as the transition of **MoreCorps** to include a paid membership program (**MoreCorps PLUS**). Develop paid membership options/benefits and programming specific to cancer patients and care partners, healthcare professionals, institutions and cancer-related organizations, and cancer researchers. Implement strategies to enhance membership engagement and retention.
  - a. Work with appropriate **M44** staff to build-out the sponsorship program. The **Director of MoreCorps** performs a supportive role in this activity rather than taking lead.
  - b. Ensure high-quality member experience through innovation, problem-solving, high-level responsiveness, and commitment to delivering exceptional member/customer service. Develop and maintain strong relationships with members and key volunteers, fostering a sense of true belonging for all members of the community. Strive to build, retain, grow, support, and **SERVE** membership as a central goal of this program.
  - c. Develop and implement a comprehensive membership growth and retention strategy that aligns with **M44's** mission and objectives. Lead strategies and programs to strengthen member engagement and create a roadmap for membership growth and retention. Identify and analyze industry trends, member feedback, and nonprofit/corporate landscapes to continuously improve membership offerings in support of the annual strategy.
  - d. Build and maintain trusting relationships with current and prospective **M44** members, and host ongoing platforms for feedback and idea generation. Create opportunities for **M44** members to engage in **MoreCorps** programming and address needs in meaningful ways.
  - e. Help create systems and dashboards to effectively monitor program effectiveness and member engagement. Analyze data on a routine basis to make implementation shifts as needed and introduce new strategies to replace or improve systems found to be ineffective or less than optimal.
  - f. Introduce and implement systems to automate member-related communications and create progress reports. Work with **MissionMakers Team** (Fund Development & Communications Department) as appropriate to build a robust monthly/annual communications plan.

- g. Support the planning and facilitation of webinar and online/hybrid/in-person events. Personally attend and/or lead events as appropriate and necessary.
4. **Community Building & Support:** Cultivate a sense of community within [MoreCorps](#), emphasizing the importance of deeper (and lasting) connections, emotional well-being, and belonging. Facilitate online gatherings, game nights, happy hours, and other events to foster camaraderie and alleviate the isolation felt by many in our community.
5. **M44 Chapter Establishment & Support:** Assist [M44](#) members in developing and leading local [M44](#) Chapters, providing guidance, coaching, resources, and support. Develop frameworks, toolkits, and recognition guidelines. Empower Chapters to offer meaningful physical, in-person support, social activities, and friendship networks for individuals living with Stage IV cancer.
  - a. Involve veteran Chapter leaders in helping NEW Chapter leaders embark on this journey successfully, plus provide direct outreach to new members who come to [M44](#) for financial and other assistance to become an active participant within local communities.
  - b. Monitor [M44](#) Chapters for ongoing compliance with [M44](#) rules and operational requirements, intervening when violations may be detected to first attempt to resolve issues prior to rescinding Chapter recognition. Involve executive leadership when continued Chapter recognition may be in jeopardy due to breach of established standards and guidelines.
6. **Resource Management:** Manage program budget in accordance with decision-making jurisdiction associated with this leadership role, and support [MoreCorps](#)' sustainability through membership fee revenues, ticket sales, and sponsorships. Ensure efficient utilization of resources to support the diverse needs of [MoreCorps](#) and its Chapters. Provide reports to executive leadership as required or requested. Work in partnership with other [M44](#) departments, including the Resource Coordinator, to stay abreast of local and national resources.
7. **Partnerships & Outreach:** Cultivate partnerships to enhance program offerings (such as potential speakers, for example), investigate/secure/arrange potential discounts and nonprofit discount access for local Chapter activities, and expand resources available to members and Chapters. Work closely with other [M44](#) departments to meet these needs, taking the lead when appropriate.
8. **Advocacy & Awareness:** Advocate for the needs of individuals living with Stage IV cancers, raising awareness about the importance of community support and expanded resources. This activity will be in partnership with other [M44](#) departments and is an ongoing, agency-wide effort. Everyone at [M44](#) is an Ambassador, WayMaker, and message Amplifier.
9. **Person and Heart-Centered Leadership:** Understand that providing **direct** support to members with Stage IV cancer, i.e., members in immediate emotional crisis, **supersedes everything else we do**, including attention to daily administrative responsibilities. Ability to comfortably "hold space" and sit with someone through their pain. (Training, protocol guidance, and support will be provided.)

## QUALIFICATIONS:

**Education & Knowledge-Base:** Bachelor's degree from an accredited college or university with a preference for those with a Social Work, counseling, case management, peer-support model, or psychology background. Also, through education, training, or personal/professional experience, must have a firm, working understanding of person-centered practices.

**Nonprofit Experience:** Requires a minimum of 5 years of experience in the nonprofit sector, with at least 3 years of direct supervisory experience. Leading volunteers may count as direct supervision depending on what the programmatic framework looked like at previous places of employment.

**Lived Experience Required:** **YES**

**Other Preferred Background & Experiences:** [M44](#) strongly encourages applications from individuals from historically marginalized and intersectional communities.

**Bilingual (Spanish/English):** Preferred. Other fluent bilingual abilities are additionally/equally valued. [MoreCorps](#) needs to eventually reach all non-English speaking populations. Spanish is a logical starting point for us, though, which is why it is singled-out here.

## OUR IDEAL CANDIDATE BRINGS MUCH OF THE FOLLOWING:

- **Start-Ups & Transitions:** Knows full-well that **start-ups are messy**, and finds chaotic creation processes interesting and exciting. Welcomes ambiguity (as central to discovery, creativity, and growth), rapidly-changing and often competing priorities, and program/organizational improvement as a never-ending process based on lessons learned along the way. Embraces change and *rolls-with-it* when start-up activities may feel chaotic and lack concrete, permanent definition/direction.
- **Leadership Experience:** Demonstrated experience in leadership roles, preferably in program management, community engagement, online programming, and health-related initiatives.
- **Membership Programs:** Proven experience developing successful member engagement, retention strategies, and programs. Minimum of 3 years of experience involving all or most of the following: membership services, (online) community organizing, program development, evaluation (surveys and other stakeholder feedback), conference/event planning, and direct supervision of customer-support teams (or equivalent).
- **Analytical Thinker:** Ability to envision and implement strategic plans while adapting to evolving program needs and expanding member demographics.
- **Self-Directed Learner:** Natural problem-solver and avid learner. Able to find answers to challenges and identify needed resources without leaning on executive leadership (as a steady diet) to provide information, education, and solutions.
- **Community-Centric Approach:** Strong commitment to fostering inclusive communities and supporting individuals experiencing the complex challenges of living with terminal Stage IV cancers.
- **Communication Skills:** Excellent communication and interpersonal skills to engage with diverse stakeholders, inspire collaboration, and advocate effectively. Precise and professional written and oral communication skills for interacting with colleagues, members, and persons external to M44.
- **Empathy & Compassion:** Deep understanding of and empathy for individuals navigating difficult cancer-related experiences, and compassion for all persons regardless of circumstances.
- **Tech Savvy:** Strong computer skills, including experience with membership management software and data collection. Strong aptitude for learning and adapting to new technology and changing trends.
- **A Fearless, Confident Go Getter:** Self-starter with an ability to effectively prioritize and follow-through on tasks, and comfortable working independently as well as a part of a team. Creative person who not only thinks outside the box, but lives in a no-box world. Painstaking attention to detail, exceptional time management, and high-level organizational skills.
- **People Person:** Ability to build new relationships and resolve interpersonal conflicts when needed. A servant-leader committed to cultural humility as daily practice, as well as learning and listening.
- **Disposition:** A hopeful person with the ability to bring joy, humor, and positivity in the face of expected and unexpected challenges. Not afraid to fail; Able to quickly get up, brush it off, and try again after stumbling. Expresses disagreement or disappointments in healthy and productive ways.

**LOCATION:** Remote



Modest travel may be required from time to time, but is not central to this Director's duties.

Employee must have reliable internet and cell phone service (there will be a system for transferring calls to your cell), desktop or laptop with audio/video capabilities, and general home office equipment needed to fulfill job responsibilities. Some positions may offer a modest home office stipend in the future.

**FTE:** This position begins at 15 hours a week, with expectation that it will grow to full-time (30 hours per week) within one year (or sooner).

**STARTING SALARY:** \$55 per hour, with limited benefits. Salary and benefits will increase in alignment with program growth.

## M44 EMPLOYEE BENEFITS:

All early positions at **M44** are starting at part-time, offering only limited benefits initially. Going forward, some employee benefits will begin at 20 hours per week while others will only be available to full-time staff (30 hours a week). In general, the **M44 employee benefits package for director-level staff** will immediately or eventually include:

- Full-time, typical 40-hour a week salary at **M44's** intentional, full-time **30-hour a week model**
- Flexible work schedules including potential job-sharing frameworks
- Most positions can be structured to be supportive of cancer treatment schedules and side effects
- 12 paid holidays, based on U.S. federal schedule – *Plus*, YOUR BIRTHDAY or other day of choice!
- 3 weeks of paid vacation with also a full week of PTO when **M44** closes for winter holiday break ("Weeks" are determined based on established hourly designation, i.e., 15 hour a week jobs vs 30)
- Generous paid sick leave: up to 60 hours per year for full-time (30-hour a week) employees
- Retirement plans are available to all staff (with **M44** salary percentage match up to set caps)
- ICHRA Health Insurance (**M44 individual-only** contribution amount is set and increases by age)
- Annual Wellness Stipend
- Home Office Stipend (available to only staff positions that require additional office capabilities)
- Professional Development Stipend for conference attendance, CECs, or tuition assistance

## HOW TO APPLY:

Please send your resume and a letter of interest in a single PDF file to: [IMAGINE@MoreFor4.org](mailto:IMAGINE@MoreFor4.org). Put the job title and your name in the email subject line, i.e., **Director of MoreCorps, FIRST & LAST NAME**, and name your attached PDF file the same way. You may address the letter to **M44's** CEO, Mary E. Costello.

In your letter, please tell us about your background and also what most matters to you. In other words, what makes you tick! Beyond your thoughts about **MoreFor4** more broadly, we'd also love to hear your thoughts on the **MoreCorps** program and how you think you might be able to not only help develop this urgently-needed community platform, but take it to the next level. We would be counting on you for this.

As a final FYI, we will be using the **Networked platform** for this program—which will be fully customized to our needs. You may want to take a look at what this system offers prior to a potential interview with us.

We understand that this job announcement is long. But **MoreCorps** is a complex program that requires a leader who can read, digest, and make sense of a lot of information! If you made it this far, read everything and watched all the videos—and found yourself really excited about this role, we want to talk with you.

**Learn more about **M44** by visiting [www.MoreFor4.org](http://www.MoreFor4.org) and by watching our latest [video](#).**