



Building a greener and healthier planet through advocacy, action and education



Position: Executive Director

Reports to: Board of Directors

Schedule: Full time (40 hours) with flexible work days

Work Location: Worthy Garden Club - 495 NE Bellevue Drive, Bend, OR 97701

Compensation: \$80k-120k

Estimated start date: November 2, 2026

Who We Are:

Worthy Garden Club is a nonprofit organization that connects people to the natural world through hands-on education and volunteer projects, cultivating a community of environmental stewards that work together to make Central Oregon a more beautiful, sustainable place to live. Housed at Worthy Brewing's east side location, we manage a small, regenerative farm that supplies the pub with fresh seasonal produce, a native landscape that showcases the value of high desert habitat, and a research-grade telescope that makes space science accessible to the general public. We value our free and low-cost educational programming that supports local schools and community-based movements like Dark Sky Oregon and Pollinator Pathway Bend. With a pledge of substantially increased funding, WGC will be expanding its scope to include (1) the financing of meritorious environmental protection litigation, primarily against malfeasant regulatory agencies, (2) the financing of meritorious tort litigation to hold polluters accountable, and (3) acquisition of private lands in Oregon for rewilding and conservation. WGC will continue to manage its property on Ten Mile creek near Yachats, Oregon, and will take on management of an avocado, mango and papaya orchard near Makawao on Maui.

Job Summary:

The Executive Director is responsible for advancing the organization's mission, implementing Board-approved strategic priorities and ensuring the effective management and sustainability of the organization. The Executive Director serves as a primary ambassador for Worthy Garden Club and builds relationships with environmental advocates, public servants, regulatory and tort law firms, community partners and volunteers. They identify violations of environmental protection laws and rank them in terms of priority based on the budget, as well as issue Requests for Proposals to select regulatory and tort law firms for the purpose of funding promising civil actions against polluters and state or federal agencies who aid and abet by not enforcing applicable statutes. The Executive Director networks with like-minded groups to identify high wilderness value and affordable private parcels in Oregon for purchase.

Key Responsibilities:

Organizational Leadership & Strategy

- Provide overall leadership in alignment with WGC's mission, values, strategic plan and Board-approved priorities
- Advocate for positive and measurable enforcement of environment protection statutes
- Develop priorities for promising regulatory citizen suit lawsuits
- Develop priorities for promising civil tort actions against polluters/deceivers
- Regular visits to and management of WGC properties
- Survey and assess high value private parcels in Oregon for acquisition and preservation

Programs & Community

- Evaluate program impact and identify opportunities for growth, improvement and collaboration
- Build and maintain relationships with community organizations, businesses and educational institutions in Central Oregon and Maui (farming and food distribution)
- Establish educational platforms at Maui Property and expand same at the WGC properties

Administration

- Oversee WGC's financial health and responsible use of resources
- Ensure appropriate management of contracts, records, insurance, facilities and other admin functions, monitoring of funded litigation and potential litigation
- Ensure compliance with applicable laws, regulations and Board policies

Outreach, Communication and Fundraising

- Work with staff to develop and implement public outreach and educational opportunities
- Oversee and implement external communications, including website, marketing, newsletters and social media
- Develop advocacy and farm management networks

Staff & Volunteers

- Recruit, supervise, support and evaluate employees, contractors and grantees
- Support a healthy, productive work environment
- Oversee organizational volunteer engagement and recognition
- Regular visits to Maui and Ten Mile properties
- Survey of high valued properties in Oregon for acquisition

Board Relations & Governance

- Provide the Board with timely information needed for effective governance and oversight
- Work with the Board Chair to prepare for Board meetings and implement Board-approved decisions, policies, budgets and strategic priorities
- Support Board recruitment, orientation and engagement

Ideal Skills & Qualifications:

- Experience leading or managing a non-profit
- Experience advocating for environmental protections
- Experience managing farms and/or forests
- Familiarity with nonprofit financial management and compliance
- Strong communication, organizational, interpersonal and relationship-building skills
- Experience managing budgets, projects, programs, employees, contractors or volunteers
- Bachelor's degree
- Familiarity with the Central Oregon community a plus
- Farming, social media skills and legal advocacy experience a plus
- Legal advocacy a plus

Benefits

- Paid sick leave and vacation
- Medical, dental and vision insurance
- 401K plan with employer match

To apply, send a cover letter detailing why you think you could be a great fit for the position, along with an updated resume and pertinent references to info@worthygardenclub.org. We will ask permission before contacting references.