



LEADERSHIP PROFILE

Executive Director

Florida Rights Restoration Coalition

Orlando, Florida

Dedicated to ending the disenfranchisement and discrimination against people with convictions and creating a more comprehensive and humane reentry system that will enhance successful reentry, reduce recidivism, and increase public safety.

The Opportunity

The [Florida Rights Restoration Coalition](#) (FRRRC) was built on a simple but powerful belief: that democracy is strongest when everyone has a voice and that people are more than the worst thing they have ever done.

For more than a decade, FRRRC has worked to transform that belief into reality. Through courage, perseverance, and the leadership of directly impacted people, the organization helped lead one of the most significant voting rights victories in modern American history through the passage of Amendment 4, restoring voting rights to more than 1.4 million Floridians.

While rights restoration remains central to the mission, FRRRC's story has always been about more than rights restoration alone. It is about creating pathways to belonging. It is about ensuring that redemption is met with opportunity. It is about helping people reclaim their voice, discover their power, develop as leaders, and contribute meaningfully to their communities. At its core, FRRRC believes that people who have experienced the criminal justice system possess the insight, resilience, and leadership necessary to help solve some of society's most complex challenges.

Today, FRRRC stands at one of the most important moments in its history. Following more than a decade of visionary leadership from founder Desmond Meade, FRRRC is entering a new chapter. What began as a grassroots movement led by directly impacted individuals, has grown into one of the nation's most respected returning citizen-led organizations and a powerful force for civic participation, rights restoration, community empowerment, and systems change.

This moment is about more than leadership transition. The next chapter is bigger than succession.



**“You’ve got the power
to have what you want.”**

Learn more and let
the movement inspire you.



The next Executive Director will lead FRRC's evolution from a founder-led movement that changed history into an enduring institution with the strategy, systems, leadership capacity, and resources to shape the future.

It is a moment to preserve the values, credibility, and spirit that have defined the organization while building the systems, leadership capacity, partnerships, fundraising strength, and strategic clarity necessary to expand its influence and sustainability for generations to come.

The chance to build upon a powerful legacy while helping shape what comes next is both significant and inspiring. The next Executive Director will play a defining role in preserving the authenticity, trust, and community connection that have shaped FRRC's success while strengthening the institution that will carry its mission forward.

This role is not about replacing a founder. It is about building upon a legacy.

For a leader inspired by justice, possibility, and the power of people to create change, this is a chance to help shape the future of a movement that has already changed history.

The Organization

FRRC is a grassroots, membership organization run by returning citizens, in partnership with allies. Founded on the principle that people most impacted by the criminal justice system should help lead the solutions, FRRC is dedicated to ending disenfranchisement and discrimination against people with convictions while advancing opportunity, dignity, and successful reentry. Through a growing statewide membership network, FRRC empowers returning citizens to engage in civic life, develop as leaders, advocate for policy change, and help strengthen their communities.

Since its founding, FRRC has demonstrated the power of directly impacted leadership to drive meaningful change. The organization gained national prominence through its leadership of Amendment 4, restoring voting rights to more

than 1.4 million Floridians and securing one of the largest expansions of voting rights in modern American history.

Today, FRRC advances opportunity, civic participation, and community power through advocacy, organizing, leadership development, rights restoration, strategic partnerships, fines and fees relief efforts, community service initiatives, membership engagement, voter education and mobilization, and policy advocacy. While widely known for its leadership on voting rights, the organization's work reflects a broader vision: helping returning citizens not only access opportunity, but also exercise influence, lead within their communities, and help shape public life. With a 2026 operating budget of approximately \$3.7 million and a team of nearly 20 staff members, FRRC works statewide to develop leaders, strengthen communities, expand civic participation, and advance meaningful systems change.

At the heart of FRRC's work is a belief that directly impacted people are not simply beneficiaries of change. They are leaders, advocates, innovators, and problem-solvers capable of strengthening families, communities, and systems. Through its programs, partnerships, and organizing efforts, FRRC continues to create pathways for returning citizens to engage, lead, and contribute.

In recognition of its leadership and impact, FRRC was nominated for the Nobel Peace Prize in 2023. The nomination reflected the organization's commitment not only to rights restoration, but to restoration itself: reconnecting people to opportunity, community, and one another.

The Mandate

The next Executive Director will lead FRRC through one of the most important moments in its evolution: the transition from a powerful founder-led movement to an enduring institution capable of



returning citizens

We are the 1.4 million Floridians living with felony convictions, working to end the disenfranchisement and discrimination against people with convictions. Through advocacy, education, and empowerment, we stand to create a society where every individual, regardless of their past, has the opportunity to fully engage in civic life and enjoy the rights and privileges of citizenship.

advancing its mission for generations to come. This moment calls for both stewardship and vision.

It is an opportunity to preserve the values, credibility, and spirit that have defined the organization while strengthening the infrastructure, systems, fundraising capacity, and strategic focus necessary to expand its impact over time. FRRC's future is not defined by a single campaign or accomplishment. It is defined by its ability to deepen community power, develop leaders, strengthen democratic participation, and drive lasting systems change throughout Florida.

The successful candidate will understand that honoring the organization's history and advancing its future are not competing responsibilities. Both are essential.

This leader will preserve FRRC's deep connection to directly impacted communities and ensure that directly impacted leadership remains central to its identity. At the same time, they will bring the vision, discipline, and leadership necessary to strengthen organizational capacity, sharpen strategic priorities, expand statewide reach, diversify and grow philanthropic support, and position FRRC for its next stage of impact.

As FRRC continues to evolve, there is an opportunity to broaden public understanding of its impact. While Amendment 4 remains a defining achievement, FRRC's work extends far beyond rights restoration to leadership development, civic engagement, community empowerment, policy advocacy, and creating pathways for returning citizens to help shape public life throughout Florida.

The opportunity is not simply to sustain what has been built.

It is to harness the power of a growing movement and translate that momentum into lasting impact. Having helped restore millions of voices to the democratic process, FRRC is uniquely positioned



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Evolving Forward



FRRC's future is not simply about restoring rights. It is about demonstrating what becomes possible when directly impacted people are empowered to lead.

to help those voices shape the future of their communities, inform public policy, and expand opportunity for future generations.

At its core, this role is about ensuring that FRRC has the credibility, influence, and organizational muscle to set the agenda for doing right by people returning home from incarceration and compel leaders, institutions and policymakers to pay attention and act. The next Executive Director will strengthen FRRC's capacity to organize, mobilize, and build broad-based support so that the voices and experiences of returning citizens help shape civic and policy priorities across Florida. Success will require building the relationships, coalitions, and organizational strength necessary to influence decision-makers, shape public discourse, and advance meaningful action. Through leadership development, civic engagement, coalition building, advocacy, and a growing statewide membership network, FRRC can continue expanding opportunities for returning citizens not only to participate in civic life, but to lead and shape Florida's future.

The Responsibilities

Working in close partnership with FRRC's Board of Directors and staff, the Executive Director will:

Strategic Leadership and Organizational Stewardship

- Serve as the chief executive and steward of FRRC, advancing the organization's mission, vision, and long-term sustainability.
- Lead organizational strategy, planning, and execution while aligning resources, priorities, and outcomes.
- Help define and communicate a compelling vision for FRRC's next chapter and future impact.

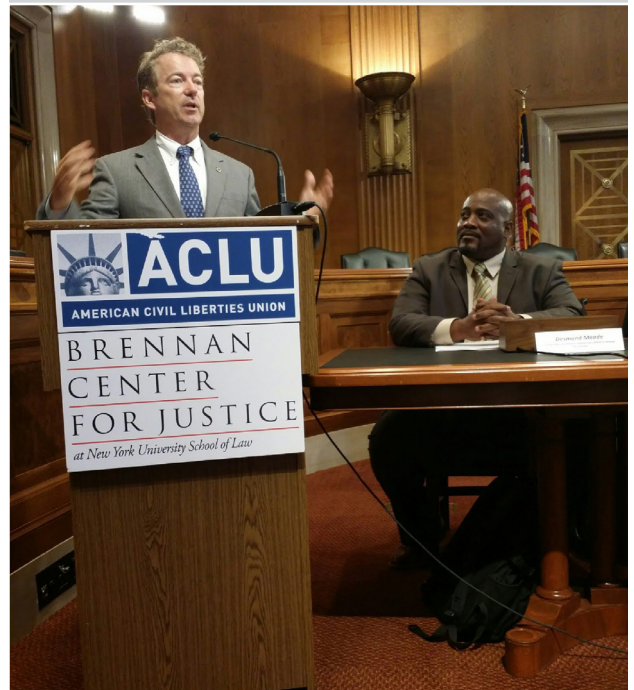
- Continue strengthening organizational infrastructure, systems, and operational effectiveness.
- Foster a culture of accountability, learning, innovation, and continuous growth.

Fundraising and External Relations

- Develop and lead a diversified and sustainable fundraising strategy that supports FRRC's mission and long-term aspirations.
- Cultivate and steward relationships with major donors, foundations, corporations, and institutional partners.
- Expand resources and partnerships necessary to sustain and grow the organization's work.
- Serve as a visible and compelling ambassador for FRRC throughout Florida and nationally.
- Elevate FRRC's profile and influence among funders, policymakers, civic leaders, and strategic partners.

Community Leadership and Coalition Engagement

- Strengthen relationships with members, returning citizens, grassroots leaders, and community partners.
- Expand leadership development, organizing, and civic engagement efforts across Florida.
- Build and strengthen coalitions capable of advancing opportunity, participation, and systems change.
- Support the development of future leaders throughout the organization and broader movement.



FRRC's platform is informed by the lived experiences of returning citizens from all walks of life, political persuasions, and regions of the state.



Public Policy and Systems Change

- Advance advocacy and policy efforts that improve outcomes for returning citizens and their families.
- Cultivate bipartisan relationships and build coalitions across political, ideological, and sector lines in service of lasting policy and systems change.
- Translate community voice, civic participation, and leadership into meaningful reforms and measurable impact.
- Strengthen FRRC's role as a respected voice on rights restoration, civic engagement, reentry, economic mobility, and public safety.

Board Partnership and Governance

- Partner closely with the Board of Directors to advance strategic priorities and strengthen long-term sustainability.
- Support strong governance, transparency, accountability, and board engagement.
- Foster relationships with trust, candor, collaboration, and shared responsibility.

Organizational Leadership and Culture

- Lead, develop, and inspire a high-performing team.
- Foster a culture rooted in belonging, accountability, collaboration, and mission alignment.
- Invest in staff growth, leadership development, and organizational resilience while creating an environment where people feel valued, supported, and empowered to do their best work.

Year 1 Priorities

Lead a Successful Transition and Define the Next Chapter

- Build trust and credibility with staff, members, board leaders, funders, partners, and supporters.
- Establish a clear strategic direction that builds upon FRRC's historic accomplishments while positioning the organization for long-term sustainability and growth.
- Help articulate and advance a broader vision of FRRC's impact beyond rights restoration alone.

Strengthen Organizational Capacity and Sustainability

- Enhance organizational systems, operational effectiveness, and accountability.
- Expand fundraising capacity and diversify revenue streams to support long-term sustainability.
- Align people, resources, and priorities around a focused strategic direction.

Expand Community Leadership, Civic Engagement, and Influence

- Strengthen pathways for returning citizens to grow as leaders, advocates, and changemakers.
- Increase civic participation, coalition-building, and community engagement efforts across Florida.
- Advance opportunities for policy and systems change that improve outcomes for returning citizens and their families.



The Executive Director will help articulate and advance a broader vision of FRRC's impact beyond rights restoration alone.

The Relationships



Every movement reaches a moment when its future must be entrusted to a new generation of leadership. For FRRC, that moment is now.

The Executive Director reports to:	Board of Directors
Supervises six direct reports:	▪ Chief of Staff ▪ Director of Operations ▪ Director of Data Science & Technology ▪ Staff Attorney ▪ Senior Manager of Membership ▪ Senior Manager of Organizing
Stewards relationships and collaborates with:	Staff, returning citizens, partners, funders, policymakers, advocates, community and civic leaders throughout Florida and across the nation

The Executive Director will steward relationships built over many years by the organization's founder, members, and partners. Success will require an appreciation for FRRC's history, respect for the trust that has been earned, and confidence in helping chart a path forward. This leader will build new relationships and partnerships that expand FRRC's reach, influence, and impact while remaining grounded in the organization's values and community roots.

The Candidate

FRRC seeks a leader who believes deeply in the dignity, potential, and leadership capacity of every individual, and in the power of directly impacted people to create meaningful change.

This leader will understand that meaningful change begins with people. They recognize that relationships are not separate from the work; they are the work.

They will bring the wisdom to honor the legacy that has been built, the humility to learn from it, and the confidence to help shape what comes next.

They will understand how movements create change, how institutions sustain change, and how leadership must bridge both.

Most importantly, they will have a profound respect for the lived experiences of others and share FRRC's belief that directly impacted people possess the insight, creativity, and courage needed to strengthen communities and help shape a better future.

Demonstrated Experience & Qualifications

While no single candidate will embody every attribute, the following experiences and qualifications are viewed as strong complements to the role:

- Demonstrated success leading organizations through growth, evolution, or periods of significant transition.
- Exceptional fundraising and relationship-building skills, including success in securing major philanthropic investments, institutional funding, and multi-year support at scale.

Click images to learn more about FRRC's stories and resources.





FRRC Fines & Fees Program

Click images to
learn more about FRRC's
stories and resources.



FRRC Hub

- Excellent communication and storytelling skills with the ability to inspire diverse audiences, cultivate support, and serve as a compelling public ambassador for FRRC locally and nationally.
- Strategic leadership experience with the ability to translate vision into measurable priorities and results.
- Experience building strong teams, organizational culture, systems, and operational capacity.
- Familiarity with civic engagement, advocacy, organizing, public policy, criminal justice reform, reentry, democracy initiatives, or related fields.
- Political sophistication and an understanding of, or commitment to, developing deep knowledge of Florida's unique civic, cultural, and policy landscape.
- Demonstrated ability to build trust and common ground across ideological, political, geographic, and socioeconomic differences.

Personal Characteristics & Leadership Attributes

The successful candidate will also bring many of the following qualities:

- A genuine love for people and an ability to see the humanity, dignity, and potential in others.
- Deep alignment with FRRC's mission, values, and commitment to directly impacted leadership.
- High emotional intelligence, humility, integrity, courage, and sound judgment.
- A reflective leadership style characterized by self-awareness, accountability, curiosity, and commitment to continuous learning.

- Creativity and systems thinking, with the ability to identify opportunities where others see obstacles.
- The wisdom to honor FRRC's history, the humility to learn from it, and the confidence to help shape what comes next.
- A demonstrated commitment to advancing opportunity, dignity, and success for returning citizens and their families.

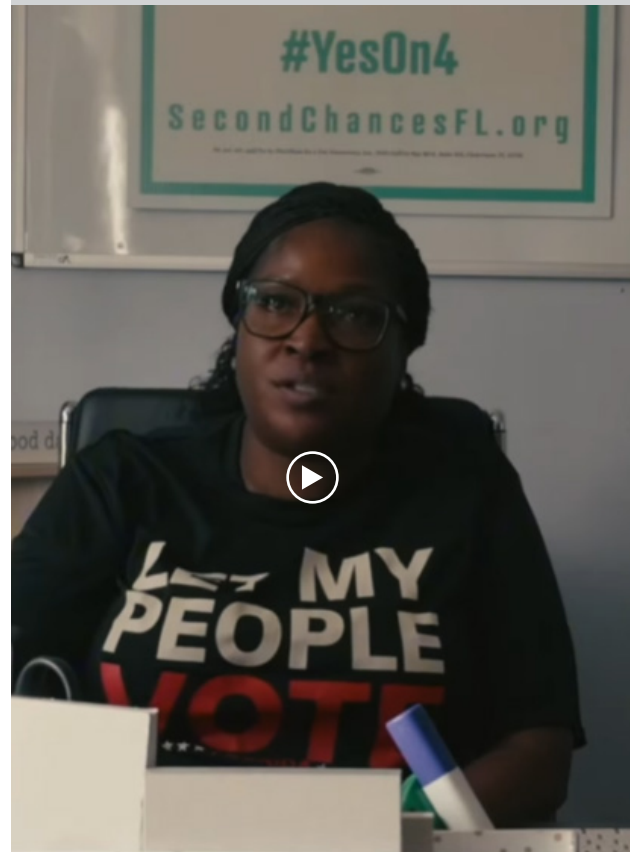
The Location

FRRC is headquartered in Orlando, Florida, with a statewide presence and impact. While candidates from across the country are encouraged to apply, the Executive Director is expected to live in, or relocate to, the greater Orlando area. Successful leaders must demonstrate an understanding of, or a commitment to building deep knowledge of, Florida's communities, culture, policy environment, and civic landscape.

Florida is both the birthplace of FRRC's movement and the center of its future influence. The next Executive Director will embrace the opportunity to become a visible and trusted leader across the state, cultivating authentic relationships, strengthening partnerships, and helping shape FRRC's next chapter in the place where its mission matters most.

For potential consideration or to recommend a prospect, please email FRRC@BoardWalkConsulting.com or call **Demeika Wheaton, Crystal Stephens, or Lysondra Somerville** at 404-262-7392.

FRRC is committed to an inclusive search process and welcomes candidates of diverse backgrounds, identities, and experiences. We encourage all who see themselves in this Leadership Profile to apply, including candidates with lived experience navigating the criminal justice system or with criminal justice records.



**Come Join Us in Showing
the Power of the People**