



Senior Program Officer, Organizational Culture

The Fetzer Institute

Kalamazoo, MI

Salary: \$155,000

The Organization

The Fetzer Institute's strategies work together to cultivate a sacred worldview and deepen spiritual grounding across sectors. The goal is to inspire collective action toward a more loving, interconnected, and flourishing world.

The Fetzer Institute's strategies work to inspire collective action towards shared flourishing. Fetzer believes that viewing the world as inherently sacred — through a diversity of faith and spiritual beliefs — is necessary for societal transformation. Therefore, we currently invest in collaboratives working to transform systems through a spiritual point of view. Collaboratives are groups of organizations or individuals who work together to think through their respective sectors and how we might raise awareness and implementation of sacred-rooted solutions for society's greatest needs.

"Our Mission - Helping build the spiritual foundation for a loving world

Our Guiding Purpose - To awaken into and serve Spirit for the transformation of self and society

Long-Term Goal Statement - Our goal is to help catalyze and support a broad-scale, spiritually grounded transformation from an ego-centered way of being grounded in separation and fear to an all-centered way of being grounded in wholeness and love, with the result that a critical mass of persons around the world embraces love as the guiding principle and animating force for living in sacred relationship with Spirit, self, others, and the natural world."

The Position

The Senior Program Officer (SPO), Organizational Culture, functions as a Senior Program Officer with specialized expertise in organizational development, organizational transformation, and sacred-centered organizational culture. Partnering closely with the Vice President, Organizational Culture, this role helps shape, implement, and continuously refine the department's external strategy while cultivating projects, partnerships, and learning that advance spiritually grounded organizational culture.

The position serves as a strategic thought partner and implementation leader, supporting Fetzer's partners and strategic initiatives as they strengthen organizational culture and transformational practices. This work includes direct engagement with partners as well as coordinating and leveraging external consultants, facilitators, and subject matter experts as needed.

This role sits at the intersection of organizational development, systems change, leadership, spirituality, and philanthropy. We are looking for someone who is equally comfortable helping organizations navigate strategy, leadership, and systems change while engaging questions of spirituality, meaning, and human flourishing. The successful candidate will be energized by helping shape an emerging field rather than applying established practices, while contributing to Fetzer's broader mission of helping build the spiritual foundation for a loving world.

Immediate Priorities

Help bring Fetzer's emerging sacred-centered organizational culture strategy to life through partnerships, organizational accompaniment, mutual learning, and field-building.

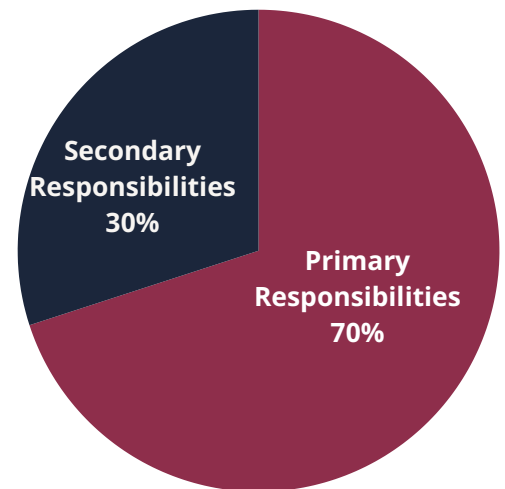
- Accompany organizations in cultivating spiritually grounded organizational cultures and strengthen reciprocal learning between partners and Fetzer.
- Build relationships and conduct a field scan of aligned practitioners, organizations, and networks.
- Design, recruit, and launch a mutual learning Praxis Cohort (6–8 organizations).
- Refine and implement the Spiritual Development Funding strategy based on formative evaluation findings and partner learning.
- Capture and share learning through case studies, convenings, webinars, and practical resources.

Primary Responsibilities

Strategy, Learning, & Field Building -

Partner with the Vice President, Organizational Culture to refine and advance Fetzer's external Organizational Culture strategy through strategic thinking, learning, field-building, and partnership development. Specific responsibilities include:

- Help refine, implement, and continuously strengthen the department's external strategy related to sacred-centered organizational culture, organizational transformation, belonging, and spiritually grounded leadership.
- Translate learning from projects, partners, programmatic colleagues, research, and the broader field into strategic refinements, recommendations and emerging initiatives.
- Contribute to the development of frameworks, resources, learning agendas, and field-building efforts.
- Identify opportunities for new partnerships, collaborations, and strategic investments that advance the Organizational Culture strategy.
- Synthesize learning across projects and partnerships to inform future strategy, investments, and the continued development of Fetzer's Organizational Culture work.



Partner Support & Organizational Accompaniment - Support Fetzer's strategic organizational partners as they strengthen organizational culture and transformational practice. Specific responsibilities include:

- Build trusted relationships with partners, practitioners, and field leaders.
- Design and support learning experiences, retreats, convenings, and communities of practice.
- Accompany organizations through organizational learning and culture development using relational, developmental, spiritual, and systems-informed approaches.
- Coordinate and partner with external consultants, facilitators, coaches, and subject matter experts to support partner organizations.
- Help partners adapt and apply Organizational Culture frameworks within their own organizational contexts.

Project Development & Partnership Stewardship - Develop, steward, and continuously adapt strategic initiatives and partnerships from concept through implementation, ensuring projects advance Fetzer's mission while fostering learning and impact. Specific responsibilities include:

- Imagine, design, and co-create strategic initiatives with colleagues and partners that advance both Fetzer's mission and the missions of partner organizations.
- Develop project concepts, outcomes, work plans, learning agendas, budgets, and evaluation approaches in collaboration with partners, ensuring projects are both strategically grounded and responsive to emerging opportunities.

Primary Responsibilities (Cont.)

Project Development & Partnership Stewardship (Cont.) - Develop, steward, and continuously adapt strategic initiatives and partnerships from concept through implementation, ensuring projects advance Fetzer's mission while fostering learning and impact. Specific responsibilities include: ^{25%}

- Steward projects and partnerships throughout their life cycles by cultivating trusted relationships, facilitating ongoing learning, monitoring progress, and adapting initiatives as new insights and circumstances emerge.
- Plan and host retreats, workshops, convenings, and other collaborative learning experiences that deepen relationships, strengthen organizational capacity, and advance project goals.
- Prepare project concepts, recommendations, and proposals for senior leadership and Board consideration.

Secondary Responsibilities

Internal Collaboration & Leadership - Contribute to the leadership and effectiveness of the Organizational Culture department and the Institute through collaboration, thought leadership, project leadership, and active participation in Fetzer's community practices. Specific responsibilities include:

- Collaborate closely with Organizational Culture colleagues and staff across the Institute.
- Contribute to departmental planning, strategic learning, and cross-functional initiatives.
- Contribute to external thought leadership through writing, presentations, facilitation, and collaborative learning.
- Supervise assigned project staff (e.g., project coordinator or associates) and coordinate the work of external consultants and contractors, as appropriate.

Learning, Inner Work and Community - Fetzer aims to “be” the change we want to see in the world. Therefore, every community member is expected to have a commitment to nurture their inner life, continual learning, and be active in the community. Specific responsibilities include:

- Attend the Tuesday morning Community of Freedom Gatherings from 9:00 a.m. to 12:00 p.m. EDT each week.
- Optional 2:00 p.m. to 2:20 p.m. EDT meditation time, every day.
- Independently directed professional and spiritual development built into your work plan.

The ideal candidate for the Senior Program Officer position possesses the following competencies:

Big Picture Thinking

Taking a broad view when approaching issues, using a global lens.

Manages Complexity

Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems.

Manages Ambiguity

Operating effectively, even when things are not certain, or the way forward is not clear.

Interpersonal Savvy

Relating openly and comfortably with diverse groups of people.

Nimble Learning

Actively learning through experimentation when tackling new problems, using both successes and failures as learning fodder.

Communicates Effectively

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Professional Experiences

The ideal candidate demonstrates an unusual integration of organizational development expertise, systems thinking, and spiritual maturity. They are equally comfortable engaging questions of organizational strategy, culture change, leadership, and systems transformation as they are engaging questions of meaning, purpose, spiritual practice, and shared flourishing. They understand that lasting organizational transformation requires both structural change and the cultivation of the personal/spiritual and relational capacities that make new ways of working possible. Essential qualifications include:

- 10+ years of professional experience (or equivalent graduate education and experience) in organizational development, organizational consulting, leadership development, systems change, organizational psychology, or related disciplines.
- Demonstrated experience accompanying organizations, networks, or collaboratives through organizational transformation, culture change, adaptive leadership, or developmental processes.
- Deep familiarity with spiritually grounded, contemplative, developmental, relational, or interspiritual approaches to organizational and leadership practice.
- Strong strategic thinking combined with excellent implementation and project stewardship skills.
- Exceptional facilitation, relationship-building, and partnership development experience.
- Outstanding written and verbal communication skills.
- Ability to synthesize complex ideas into practical organizational strategy.
- Comfort operating in ambiguity, complexity, and emergent environments.
- Commitment to personal growth, reflective practice, and spiritual development.

Professional Experiences (Cont.)

To be most successful in this position, candidates should also have the following qualities and sensibilities:

- Passion for asking and seeking answers to big questions.
- Comfort exploring matters related to faith and/or spirituality.
- Deeply collaborative
- Curious and intellectually rigorous
- Reflective and committed to lifelong learning
- Spiritually mature and relationally grounded
- Comfortable navigating ambiguity and emergence
- Systems-oriented and developmentally informed
- Creative and adaptable
- A good sense of humor



Who We Are

Work Environment

This position is primarily Kalamazoo-based, must be in the office Tuesdays and Wednesdays, 9 am- 3 pm. Work is typically performed in safe and comfortable surroundings without exposure to adverse environmental conditions.

Approximately 30-40% time for travel, both domestic and international, and an expectation of working occasional evenings or weekends.

Our Commitment to Bridging and Belonging

In accordance with our core values of love, trust, authenticity, and belonging, the Fetzer Institute affirms that every person has inherent value and purpose, and that we belong to a sacred community that includes all people and all of creation. The Institute welcomes candidates from all backgrounds who are inspired to contribute to our mission of helping build the spiritual foundation for a loving world. Your unique voice is valued, and we are excited to hear from you!

Salary

\$155,000

Benefits That Support Your Flourishing

- **Comprehensive Health Coverage** – Robust medical, dental, vision, and prescription plans with generous employer contributions.
- **Flexible Spending Accounts** – Pre-tax Healthcare and Dependent Care FSAs to help maximize your healthcare and family care dollars.
- **Flexible Time Off** – Paid time off for vacation, illness, personal time, and family care through our Flexible Time Off (FTO) program.
- **Summer Fridays** – Enjoy a 36-hour workweek with Friday afternoons off from May through September.
- **Volunteer Time Off** – Paid time to give back to the communities and causes you care about.
- **Family-Friendly Workplace** – Benefits and flexibility designed to support employees through every stage of family life, including 16 weeks of paid parental leave, and two weeks of paid family leave.
- **Professional & Spiritual Development** – Annual funding to support your professional growth and personal flourishing.
- **Life Insurance & Disability Protection** – Employer-paid life and accidental death & dismemberment (AD&D) insurance, and short-term and long-term disability coverage.
- **401(k) & Financial Advising** – Build your future with a generous 10% employer contribution to your 401(k).
- **Wellness & Flourishing** – We support all eight dimensions of wellness through a holistic wellness program, including a monthly therapeutic bodywork allowance, on-site fitness center, spiritual practice room, fitness classes, and benefits designed to help you thrive personally and professionally.

Timeline and Next Steps

If you are interested in this position, please click [here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by October.

Sarah Raful Whinston

Partner

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[Submit an application](#)