

The Maine State Society  
for the Protection of  
Animals  
~MSSPA~  
seeks its new  
Executive Director



Maine State Society for the  
Protection of Animals

A Safe Place to Land  
Windham, Maine



The mission of the  
Maine State Society for the  
Protection of Animals  
is to protect the health and welfare of  
abused and neglected equines.

Established in 1872, the MSSPA originally provided sanctuary to horses retired from pulling the trolley cars through the streets of Portland, Maine. In the 1970s, the modern day founders Lawrence Keddy and Marilyn Goudreau purchased the 124 acre parcel in South Windham, Maine where the Society now sits - and gifted this land to the organization. For many years, the Society welcomed an array of animals into its care; in the last 15 years, the focus of the rehabilitative work here has been solely on equines.

**The Executive Director**

will provide both strategic leadership and hands-on operational oversight for the Society. Serving as the organization's primary spokesperson, this role advances animal welfare policy in Maine and oversees fundraising efforts to ensure the long-term sustainability of the mission.

Our new Executive Director has the opportunity to lead a highly respected, mission-driven organization recognized on a national level. The MSSPA has a more than 150-year legacy of impact, and an enthusiastic and engaged base of supporters.

## The Executive Director

answers to a Board of Directors consisting of thirteen engaged, experienced and dedicated individuals, many of whom are horsepeople, some are MSSPA adopters!  
Board members bring financial, strategic, leadership, and equine experience to this work.

### Key Responsibilities:

**Equine Welfare:** Oversee day-to-day shelter operations, ensuring the highest standards of care, rehabilitation, and rehoming for all equines.

**Strategic Leadership:** Execute the organization's strategic plan and manage the growth of its programs, endowment, and influence.

**Fundraising & Fiscal Oversight:** Ensure sufficient funding by overseeing donor cultivation, grants, and fundraising activities to meet the annual budget requirements and capital needs

**Community Advocacy:** Represent the MSSPA to the public, the Maine horse community, and state/municipal decision-makers to influence animal welfare policy.

**Team Management:** Foster a positive, collaborative, and inclusive environment for professional staff and dedicated volunteers, while ensuring full compliance with all applicable employment laws and best practices.



### Qualifications:

**Equine Passion:** Deep knowledge of equine care and a genuine heart for individual horse welfare.

**Leadership Experience:** Proven track record in nonprofit management, ideally within animal welfare or similar environment.

**Communication Mastery:** Exceptional public speaking and written skills; ability to navigate political and community relationships with diplomacy and tact.

**Financial Acumen:** Experience in nonprofit financial management, including budgeting, endowment oversight, and ensuring accurate, timely tax filings. Strong ability to understand and clearly communicate Form 990 and other key financial documents to board and stakeholders. For FY 2026, the Society's budget is \$1.5M.

**Fundraising Success:** Demonstrated ability to cultivate major gifts and steward donor relationships. Experience with donor database systems is required; familiarity with eTapestry or comparable donor management software is strongly preferred.

**Local Insight:** Familiarity with Maine's animal welfare landscape and challenges, along with working knowledge of applicable animal welfare laws and enforcement processes, is preferred.

**Education/Experience:** BS/BA degree, 5+ years experience, graduate or specialized training degree/certification preferred. Familiarity with Maine's animal welfare landscape and challenges.

### Compensation & Benefits:

**Salary:** \$85,000 to \$115,000, to be negotiated, commensurate with experience.  
4 weeks of paid time off per year.

**Benefits:** Comprehensive healthcare and insurance benefits package.





Central to the mission of the Society is the work of rehabilitating horses who desperately need the skill and care provided by staff and volunteers. That impact can be measured both through remarkable individual stories of rehabilitation, and by the presence and enthusiastic support of our donor base. Already in 2026, the Society has had 11 intakes here at the farm.

**In 2025**, the MSSPA welcomed 39 horses to the farm. 29 horses were adopted to forever homes. 4 horses were rehomed through Maine Horse Matchmaker, 14 horses and 10 owners received support from the Feed and Care Bank, 5 horses were trained at our partner Horses with Hope.

Currently, our herd averages about 40 to 45 horses.

991 students, campers and adults have been part of our Humane Education program,

2,042 folks have scheduled visits to the farm,

more than 167 volunteers and 26 volunteer groups have logged 10,662 volunteer hours.



The MSSPA ([msspa.org](http://msspa.org)) sits on 124 bucolic acres in South Windham, Maine, just 20 minutes north of Portland, Maine's largest city. Maine is known for its striking coastline and bold mountains and attracts a population of folks who savor the outdoors and all it has to offer.

The MSSPA currently employs a dedicated team of 11 full-time employees and 3 part-time employees, all passionate about the horses, their care, and their recovery. Each horse arriving at the MSSPA is welcomed to our new intake barn, the McCulloch Family Barn, A Safe Place to Land where they meet with a veterinarian, receive an intake exam and are set on an individualized re-feeding program to begin their healing here at the farm.



**The MSSPA Executive Director**

will provide joyful leadership and strategic direction for one of New England's most respected equine welfare organizations.

**How to Apply**

If you are a resourceful, strategic thinker with strong leadership capabilities and ready to guide our organization into its next chapter, we encourage you to apply.

Send your resume and introduction (in one PDF) to:

Board of Directors President  
[jen@phoenixnpc.com](mailto:jen@phoenixnpc.com)