

HopeSpoke
Executive Director
Position Profile
Lincoln, Nebraska



Inspiring Children & Families to Move Forward

www.hopespoke.org

In Collaboration with Ingrid Kirst Consulting and Mission Matters

HopeSpoke is currently hiring an executive director to lead our agency to even greater levels of service, visibility, and impact for the mental health of children and families. With an experienced staff, a strong Board of Directors, and a diverse financial base, HopeSpoke is poised to grow under a visionary leader with a passion for mental health.

Organization Overview

HopeSpoke is a dynamic organization with a rich 75-year history of making a difference in Lincoln. HopeSpoke inspires healthy futures for children and their families through comprehensive behavioral and mental health services. We provide an array of services designed to meet the mental health needs of those they serve including crisis & residential services, extended day treatment program, outpatient services, and programming at Lincoln Public Schools.

As a result of the pandemic, mental health concerns for youth have continued to increase, especially for those who have additional challenges. HopeSpoke is committed to addressing the mental health needs of all young people and will continue to advocate for more funding for these services.

HopeSpoke has a strong long-tenured leadership team that oversees programming. These individuals are all highly passionate about the mission of HopeSpoke and bring considerable expertise to their work. The organization has approximately 100 staff including therapists and direct care staff.

HopeSpoke's \$6.6 million budget is funded through a variety of sources including private insurance, Medicaid, government grants, and fundraising.

Position Overview

HopeSpoke is hiring an experienced leader to be its next Executive Director. We are looking for someone who is innovative, dedicated, and passionate and can lead the organization forward in delivering its mission. The Executive Director will report to the Board of Directors. This role requires a leader who can inspire and motivate a team, manage day-to-day operations, develop and implement strategic plans, and represent HopeSpoke in various forums. The successful candidate will have a proven track record in facilitating staff leadership, collaborative programming, financial stewardship, and inclusive human resources practices.

The ED role currently directly supervises three Program Directors (Outpatient Services, Extended Day Services, and Crisis Residential), the Finance Director, the Development Director, the HR Director, and the Engagement Director, as well as two supervising practitioners.

Primary Responsibilities

- Work with the Board of Directors and committees in setting goals for the agency.
- Report to the Board of Directors, maintaining open communication and disclosure of the conditions, operations, and needs of the organization.
- Provide supervision and oversight to Leadership Team members.
- Advise and participate in fundraising strategies including connecting with major funders and prospects, and overseeing capital campaigns.
- Support and direct public relations activities to build and maintain relationships with other organizations and the public.
- Advocate on behalf of the agency with partners, legislators, and funders.
- Maintain agency integrity through risk management and compliance with regulations.
- Oversee budget development and review.
- Lead the agency in meeting and maintaining the Joint Commission for Behavioral Health Care and Human Services Accreditation.
- Develop and maintain agency policies and procedures to meet standards.

Qualifications of the Ideal Candidate

While no candidate will embody *all* the qualifications enumerated below, the ideal candidate will possess *many* of the following skills, experiences, and attributes:

- Leadership Skills: Stellar at collaboration, mentoring, listening, delegating, and tackling conflict.
- Nonprofit Management: 10+ years of escalating responsibilities that demonstrate success in organizational leadership and team management.
- Advocacy Experience: Skilled in legislative efforts and advocacy work.

- **Fundraising Expertise:** Proficient in building donor relationships, writing grants, and leading capital campaigns.
- **Visionary Planning:** Ready to develop and execute strategies for HopeSpoke's future in collaboration with the staff and board.
- **Relationship Building:** Demonstrated history of forging strong internal and external connections.
- **Budgeting Acumen:** Proven ability to develop and monitor budgets while maximizing operational resources.
- **Directional Clarity:** Able to provide clear guidance and decision-making.
- **Mission Advocate:** Deeply committed to HopeSpoke's cause.
- **Healthcare Knowledge:** Familiar with systems such as behavioral health, child welfare, insurance, Medicaid, and/or accreditation.
- **Staff Engagement:** Prepared to lead efforts to recruit and retain skilled staff.
- **Educational Background:** Holds a bachelor's degree, master's preferred, in mental health or related field.

Compensation and Benefits

The successful applicant will be paid \$155,000 to \$175,000 depending on experience.

The competitive benefits package includes health, dental, life, and long-term disability insurance, retirement, paid holidays, and paid time off.

This is an at-will exempt full-time position. The executive director is expected to work primarily in-person at the HopeSpoke office during normal business hours and occasional evening and weekend hours for special events.

HopeSpoke is an Equal Opportunity Employer.

Application Process

- The search process is being conducted by the HopeSpoke Board of Directors with support from Ingrid Kirst Consulting. All complete submissions (resume and cover letter) will be acknowledged and are confidential.
- Applications will be accepted until the position is filled but we recommend applying by August 10, 2024, to ensure full consideration. To apply, please submit a cover letter that articulates relevant experience and demonstrates a commitment to HopeSpoke's mission, along with a resume (PDF format preferred) to Ingrid and Lynne at hopespoke@ingridkirst.com.
- The chosen candidates will complete a screening interview with our search consultants and an interview with the search committee. Finalists will go through additional interviews, including with staff, and reference checking.
- Target start date is early October 2024.