



DEPAUL

COMMUNITY RESOURCES

Invites Your Interest in the Position of
CHIEF EXECUTIVE OFFICER



If you are a nonprofit executive who strongly desires to lead a reputable, high-functioning and community-centric organization, you could be the next **Chief Executive Officer (CEO)** of DePaul Community Resources, a nonprofit 501(c)(3) organization serving children, families, and individuals with disabilities through the state of Virginia. The Board desires a highly effective manager who can leverage the organization's collaborative team culture and continue to support a team of professionals who value and promote work-life balance — a rare find in the nonprofit world. A visionary leader who brings successful strategic planning experience, the next **CEO** will have the privilege of leading DePaul Community Resources through the development and execution of its next strategic plan.

This **CEO** has strong financial acumen and can creatively and strategically support the organization's financial stability as industry changes cause fluctuation in dependent funding. The DePaul Community Resources **CEO** can seamlessly balance maintaining a presence in various communities across Virginia, interacting with key stakeholders, while ensuring strategic direction of the organization and juggling the daily demands of overseeing nonprofit operations.

This position is for the mission-driven executive who passionately connects with the need for all children, families, and those with developmental disabilities to thrive and grow in a supportive community.



About the Organization:

For 45 years, DePaul Community Resources has opened doors to hope and belonging for families and individuals across Central and Southwest Virginia. As a social impact organization, DePaul strives every day to change the world by improving the lives of children, families, and individuals with developmental disabilities.

From a small foster care agency in 1977 to a diverse organization with 12 service locations throughout the state of Virginia, DePaul believes that hope and belonging is for all of us, and it is committed to making this vision a reality for countless Virginians who cannot imagine it today.

Through two service divisions — Child and Family Services and Developmental Disabilities, 150 staff, a network of over 400 care providers, foster and adoptive parents, and a host of volunteers, advocates, and partners, DePaul provides safe homes, permanent families, integrated community support, and opportunities for deep healing across Virginia.

DePaul exists to step in the gaps where resources are lacking to improve the quality of life of these individuals. Its Child and Family Services (CFS) division provides foster care, independent living, outpatient counseling, and adoption to prepare foster children and adoptive families with the services and support necessary for each waiting child to find a permanent, forever home.

The Developmental Disabilities Division is committed to increasing self-sufficiency and promoting growth of individuals throughout their lives (not just when they were young) through sponsored residential programs. Three daytime support centers not only provide relief and a critical resource for families who have loved ones with developmental disabilities but also allow the individuals to integrate and engage with others, elevating the significance of their dignity and worth.

DePaul is giving chances and abundant life opportunities to many children and teens through its valiant efforts. An 18-year-old participant of DePaul's independent living program, who grew up in the foster care system from the age of 9 along with her siblings, challenges society to not turn their backs on children. As she so eloquently reflected, "they don't have options on what their life story is yet ... give them a chance."



As evidenced in its accomplishments, DePaul works collaboratively with community partners and agencies to support hundreds of children and adults annually. Last year, because of its intentional efforts:

- **182 children and teens** experienced safety and healing in a family home through foster care.
- **194 children and teens** were officially welcomed into their forever home through adoption.
- **22 young adults** transitioned into college, employment, and stable housing.
- **66 individuals** with disabilities received personalized calls, notes, activities, and packages to maintain connections when daytime support centers were closed due to the pandemic.
- **143 disabled individuals** were supported in a family home environment instead of an institution.
- **278 family relationships** were strengthened through DePaul's Community-Based Services.



DePaul's current strategic plan is focused on advancing the organization forward through reducing reliance on government funding by diversifying income, ensuring capacity for agility and innovation, and improving brand awareness and recognition. The next **CEO** will have experience in managing complicated budgets, multiple revenue streams and the need to diversify income beyond current and constrained funding sources. As a single entity, direct service provider that operates with many variables: licensing bodies, contractors, accreditation, payers, and human rights, DePaul continually strives to maximize its ability to create and respond to opportunities for growth and move quickly when opportunities arise. Key to achieving these goals is improving the awareness of the DePaul Community Resources brand. DePaul will strategically improve community awareness of how people understand its mission and services and how they connect with the organization.

About the Community:

DePaul Community Resources provides services from nine office locations in Virginia. The Executive Leadership team is housed in the main office, located in Roanoke, VA. Home to nearly 100,000 residents, Roanoke is a mountain city and [hub for innovation](#) offering award-winning outdoor amenities, endless trails, friendly neighborhoods with character, public art, the famous Roanoke Star, museums, craft breweries, one-of-a-kind shops and restaurants, and historical attractions.

Ranked as one of the top mountain biking destinations in the world, Roanoke visitors and residents can quickly access the Appalachian Trail and plenty of other [famous outdoor attractions](#). Roanoke is also among one of the few metropolitan areas that sit beside the Blue Ridge Parkway — one of the most popular attractions in the [National Parks System](#). The City of Roanoke maintains [70 parks that span 14,000+ acres](#) and offer 100 miles of award-winning natural surface and paved trail systems for commuting, road cycling, mountain biking, hiking, and horseback riding. Roanoke also offers a vibrant and artistic community. With an expansive collection of public art, captivating [galleries](#), and daily live entertainment throughout the city, you can catch a theatrical performance, concert, or comedy act at the [Berglund Center](#), cheer on Roanoke's very own Rail Yard Dawg hockey team or enjoy an outdoor sunset concert or festival in [Elmwood Park's](#) open-air amphitheater.

Roanoke, Virginia

DePAUL'S OFFICE LOCATIONS

Charlottesville

Fishersville

Lynchburg

Amelia

Roanoke (main office)

Christiansburg

Cedar Bluff

Abingdon

Big Stone Gap

OPTIONS day support centers

Roanoke

Fishersville

Lynchburg

The State of Virginia offers a wealth of educational opportunities through one of its prized educational institutions: Hollins University, Radford University, Radford University Carilion, Roanoke College, Roanoke Higher Education Center, Virginia Tech, the Virginia Tech Carilion School of Medicine, and Virginia Western Community College.



About the Position:

Reporting to the Board of Directors, the **CEO** of DePaul Community Resources is responsible for providing leadership in the overall operation and development of the organization including strategic direction, program development, operations, financial management, fundraising, personnel management, and community relations. Managing the organization's \$25.88MM gross annual budget (\$11.8MM on a net pass-through basis and \$12.7MM in assets), the **CEO** will embody DePaul's FIRST values of fairness, integrity, respect, safety, and trust while ensuring quality service delivery that aligns with the mission, values, and goals of the organization.

The **CEO** will join a team of 154 talented and competent staff, many with significant organizational history, passion, and expressed commitment to ensuring that the organization operates like a well-oiled machine. The next **CEO** will work collaboratively with the Executive Leadership team comprised of a Chief Financial Officer, Managing Director for Strategic Projects, and 3 Vice President positions — Marketing and Development, Development Disabilities, and Child and Family Services.



The **CEO** will embody DePaul's FIRST values of:

Fairness
Integrity
Respect
Safety
Trust

Along with the Executive Leadership team, the staff team of nine Service and Operational Directors execute DePaul's mission through foster care, adoption, counseling, independent living, and programs serving individuals with developmental disabilities.



Key Position Priorities:

- Evaluate operations, staffing, and programs and work collaboratively with the Board, staff, and key stakeholders to determine strategic priorities, goals, and metrics that will form the organization's next strategic plan.
- Be the face of the organization and improve awareness of the organization within the community and statewide through strategic educational, marketing, and outreach efforts.
- Utilize best practices in fundraising methods to diversify and grow the organization's funding streams to support operations, future goals, and growth.
- Advocate for the needs of children, families and individuals with developmental disabilities at the local and state level while also advocating for local, state, and federal funds to support the organization's mission and programs.
- Invest time and energy in learning the culture of the organization and establishing trusting relationships with staff, Board members, the community, and stakeholders while building upon the positive reputation for the organization within the industry and community.

Qualifications:

To be considered, candidates must have a minimum of a master's degree from an accredited institution, and progressive social/ human service experience including 7-10 years of social service/ nonprofit leadership experience. Candidates must have a demonstrated track record in development, programs, and operations. Knowledge of children's services and/or developmental disabilities is highly preferred.



The Successful Candidate:

- is an empowering leader with impeccable integrity dedicated to supporting and preserving a cohesive team by eliminating silos, seeking commonality across functions, and working effectively to ensure a passion for the mission;
- possesses knowledge of diversity, equity and inclusion best practices in nonprofit organizations and will offer opportunities for staff training and development to further support continuity of service, engagement, and retention;
- has a successful track record in program assessment and development, resource development, varied asset management, and building relationships with partners, donors, and board members;
- builds awareness of the organization, advocates for and is effective in explaining the services and mission of the organization to stakeholders and effectively builds commitment with community stakeholders, other nonprofit organizations, and service consumers for the organization's programs;
- has advocacy experience at the local government level and an understanding of local, state, and federal policies that impact and govern foster care, adoption, and programs for developmentally disabled individuals;
- is experienced in working with community and corporate partners such as city and county leadership, DSS, and Community Services Boards (CSB) to execute the organization's projects and mission;
- creates and implements a development plan to raise funds from individual and corporate donors, as well as to secure grants from other funding sources;
- has knowledge of nonprofit governance and is experienced in developing, managing, and coordinating all financial operations, and ensures all investments and expenditures are handled and maintained according to Board policy and direction;
- is collaborative, entrepreneurial, and innovative with programming design and development;
- possesses excellent verbal and written communication skills with demonstrable ability to effectively facilitate meetings, present publicly, and provide professional and appropriate business level written information utilizing various media;
- possesses well-developed interpersonal skills and abilities, diplomatically communicating and working with diverse personalities and populations;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- is disciplined and values accountability with high expectations of self and others while also being an effective and respected leader.

Salary:

The starting salary range will likely be \$125,000 - \$150,000 depending on experience and qualifications. DePaul Community Resources provides a [generous benefits package](#). Residency in the Roanoke area is preferred and regular travel to all organizational locations will be expected.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>, and click on the

Chief Executive Officer – DePaul Community Resources title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the organization’s Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants must apply by September 29, 2022. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on October 20-21, 2022. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com.

DePaul Community Resources is an Equal Opportunity Employer.



The recruitment and selection process is being managed by Developmental Associates, LLC

BENEFITS

Healthcare

- Medical (Cigna)
- Vision (Guardian)
- Dental (Guardian)
- Health Savings Account
- Medical and Dependent Flexible Spending Accounts

Financial

- Life Insurance
- Accidental Death & Dismemberment Insurance
- Long-Term Disability Insurance
- Short-Term Disability Insurance
- Retirement Savings Plan 403(b)

Time

- Paid Time Off (PTO)
- Paid Sick Time
- Paid Holidays
- Family Medical Leave (FMLA)

Education

- Professional Development
- Tuition Reimbursement

