



# CEO Executive Search



Hope for every child.  
Healing for every family.  
Every day.

Every Child's Hope was founded in 1858 as an orphanage for children whose immigrant parents had died from cholera outbreaks. Over the past 165 years, we have continuously evolved to meet the ever-changing needs of youth. Today, ECH is no longer an orphanage, but caring for vulnerable children is still at the heart of each program. Two hundred staff members across Missouri are dedicated to preventing child abuse, treating emotional trauma and behavioral health issues, and providing aftercare and follow-up services.

ECH helps more than 1,400 youth each year, offering healing and hope that sets them on a path for success in life.

Through our diverse programs, we strive to strengthen families and encourage all family members to reach their full potential by leading healthy, productive, and self-sufficient lives.

Our future is bright. We recently successfully completed an ambitious capital campaign, and a new Youth Development Center will open on our St. Louis campus in summer 2023. We have a solid financial reserve, are steadily expanding our services, and are actively seeking new revenue sources to ensure a strong tomorrow.

# Hope begins here.

## THE POSITION

The Board is seeking the agency's next CEO with the impending retirement of our long-time chief executive this summer. **Our new staff leader will be:**

- Experienced in leading a well-established social service agency.
- Knowledgeable about best practices and trends in programming and funding of child welfare, family support, and behavioral health services.
- Future-oriented and visionary, able to develop new ideas, systems, and processes while also analyzing and improving existing functions.
- Internally visible and supportive of an engaged and positive culture.
- Able to build strong relationships with external partners, and committed to advocacy for children and families.
- Skilled at interacting with and cultivating donors, including persons of faith.
- Financially savvy, able to manage the financial and operational aspects of a \$15m nonprofit.
- Fluent in Children's Division funding mechanisms and informed about Medicaid and third-party billing.

## COMPENSATION

**Starting salary range:** \$175,000-\$195,000

**Benefits:** Health, dental, vision, retirement match, generous paid time off, vehicle and cell phone allowances

## OUR MISSION

Partnering with the community to assist children, youth, and families in their unique pursuit of health and wholeness through quality, professional, and faithful services.

## OUR PROGRAMS

### Educational Services

ECH School  
Early Education Center

### Residential Services

William N. Dill  
Youth Development Center

### Home and Community-Based Services

Outpatient Psychiatric Services  
Family Solutions for kids  
Foster Care Case Management

### Independent/ Transitional Living

Kansas City Steppingstone  
St. Louis Steppingstone

## TO APPLY

We look forward to hearing from you! We invite you to submit your resume and a cover letter expressing your interest and qualifications for the position to [search@emdconsulting.com](mailto:search@emdconsulting.com). Candidates will be considered on a rolling basis, with materials accepted until May 11, 2023.

**Early submission encouraged.**