



Family Services, Inc
Chief Executive Officer
Poughkeepsie, NY



Background

Founded in Poughkeepsie, NY in 1879, with a mission of helping families and individuals help themselves through direct services, collaboration and advocacy, Family Services Inc. (FSI) today serves the Mid-Hudson Valley area through an expansive array of programs, services and partnerships. Following a restructuring, two entities, Family Services and Hudson Valley Mental Health, have recently remerged, making the reconstituted FSI uniquely able to serve the community through a variety of channels.

Our mission is to bring people together to find the support they need, improving their lives and communities, and building a stronger, safer Hudson Valley.

Our Agency Values

Integrity – Being Honest and Trustworthy

Compassion – Extending Empathy and Understanding to Others

Hope – Believing in the Strength of the Human Spirit and Heart, to Emerge and Thrive in the Face of Challenge

Diversity – Promoting a Vision of Community Comprised of Wide-Ranging Assets

Respect – Treating All Individuals with Dignity and Without Judgement

Community – Recognizing and Reinforcing the Importance of Our World as Being Comprised of People of Differing Strengths and Perspectives

Justice – Promoting Social and Economic Equity and Fairness

Quality – Striving for Excellence in Every Aspect of Our Work

FSI provides direct services in six program areas: **Behavioral Health, Community Safety, Family Programs, Prevention, Victim Services and Youth Services**. Specific programs include, but are not limited to:

Behavioral Health Services: provides comprehensive and integrated services to meet the behavioral health needs of adults living in the community.

Center for Victim Safety and Support: 24-hour safe support for victims of domestic violence, sexual assault and other crimes. Providing support for victims and their family members including counseling, advocacy, emergency assistance, community outreach education and youth violence prevention.

Teen Resource Activity Center: Offers Poughkeepsie youth a safe environment after school hours, giving them access to community service activities, academic assistance, sports, mentors, and field trips.

Family Education Programs: provides intensive home-based and group-based prevention and intervention services to families in Ulster and Orange Counties.

Other Critical Programs Include: Ulster Prevention Council, The Child Care Center in Family Court and the Supervised Visitation Program, SNUG, Intimate Partner Violence Intervention, Universal Response to Domestic Violence, Sexual Assault Response Team.

In addition to FSI's human services programs, the organization also serves an important role within the nonprofit community as the owner and steward of the Family Partnership Center. The center's campus is comprised of three buildings that total more than 125,000 square feet and serves as a home to twenty separate nonprofit human services organizations and programs. The Center was created to provide individuals and families in need of services with access to myriad programs within one central location in the community, as well as serving as a convening center for the community.

FSI has an operating budget of approximately \$20M with a staff of 250.

The Position

The CEO is the chief professional officer of Family Services Inc. (FSI), reports to the Board of Directors and is ultimately tasked with ensuring that FSI is properly positioned and resourced to carry out its mission.

Professional leadership is an integral component of the position. The position requires a seasoned executive with demonstrated expertise in strategic planning, communications, operations, and management.

The CEO builds upon FSI's depth and quality of programs, and strengthens and expands the organization's visibility, fundraising, and programming, while ensuring best practices in fiscal management and operations.

The CEO is focused upon ensuring that FSI is properly positioned in the short- and long-terms to effectively act as a valued resource to the individuals it serves, as well as to the nonprofit organizations and others within the community that coordinate and collaborate with FSI.

As FSI serves as owner and operator of several large pieces of commercial real estate, the CEO must demonstrate sound business acumen in order to optimally utilize the space, as well as to ensure that the space is properly maintained for current programming and developed for future use.

Finally, the CEO must lead strategic positioning discussions to pursue a vision and plan for the sustainable future of FSI. The CEO is ultimately charged with working with the Board and leadership staff to ensure the successful execution of the strategic plan(s).

This seasoned executive with strong entrepreneurial vision and management abilities is to help further grow one of the leading human service organizations in the area.

Responsibilities

Organizational Leadership

- Promote and model the agency core values of Hope, Quality, Compassion, Integrity, Justice, Respect, Diversity, and Community.
- Lead the organization and its constituents through the strategic plan and change process that is transparent, sets appropriate priorities, and effectively leverages human and financial resources to address key strategic issues.
- Provide leadership and management for staff and board volunteers in the development and implementation of FSI's plans. Set goals and strategy with staff. Review and evaluate progress and implementation.
- Ensure the sound financial management of the organization and oversee the preparation of reports, records and other documentation as requested by the Board that present the progress and status of FSI's plan and activities.
- Ensure the sound management of the Center and develop new initiatives to increase its utilization. Develop additional funding streams to address capital improvement needs, promoting collaboration with and among partner tenants.
- Supervise and mentor a team of committed staff. Conduct regular and formal staff performance reviews to ensure that directions and standards for performance and objectives are being met.
- Develop, implement, and monitor conformance with an annual budget and work plan.

Community Development and Public Outreach

- Provide leadership for the cultivation of productive relationships with elected leaders, government agencies, media, corporate leaders, funders, and other nonprofit organizations.
- Ensure that the organization's story, message, program successes and positions are effectively articulated and disseminated to the human services and general community.
- Ensure that current financial resources are optimized and that new funding and revenue streams are developed.
- Advocate for policy and legislation reform in accordance with agency mission and values

Resource Development

- Develop sustainable financial resources through grants, fundraising and earned revenue, both budgeted and otherwise, to support the agency's programs and administration
- Promote all resource development efforts
- Lead agency efforts in fund development, including events, appeals and cultivation of private donors

Board & Volunteer Development

- Be proactively involved in building and maintaining a strong Board to ensure that individual members understand and fulfill their volunteer expectations.
- Work effectively with the Board and its committees to maximize their efforts. Ensure that meetings are properly arranged, organized, and conducted productively. Work with leadership to develop the skills and knowledge required to build agreement on issues.
- Serve as professional advisor and resource to the Board in all areas of programs, finance, policy, and governance.
- Staff Board meetings to ensure that they are aware of FSI's financial position, its programmatic work, organizational challenges, and organizational opportunities.

Qualifications

- Strong leadership and management skills, including the ability to articulate an organizational vision; to manage the agency from both a macro and micro perspective; to be decisive and inclusive in the decision-making process; and to be proactive and employ critical thinking skills.
- A strong communicator both in groups and with individuals, able to interpret issues clearly and to effectively persuade others in a manner that leads to consensus and action.
- Proven management expertise in new program creation, development, management and evaluation in partnership with executives, staff, and other stakeholders.
- Professional or significant personal experience with a direct-service community-based nonprofit organization.
- Experience leading a similarly large and complex organization.
- Well-developed experience working with and supporting Boards while also guiding them through Board change and development.
- Well-honed strategic and business planning skills, and the experience necessary for implementing strategic long-range and short-term plans.
- Demonstrated success in thinking creatively to capture ideas that can be developed in successful marketing, fund development, relationship building, or program development initiatives.

- Ability to serve as a strong and effective advocate for FSI with volunteers, community leaders, government officials and prospective donors.
- Experience in identifying new growth opportunities.
- Outstanding writing, editorial, and verbal communication skills.
- Strong leadership skills with a philosophy and style that encourages creativity, growth, collaboration, problem solving, open communication, and accountability among staff.
- Superior interpersonal skills, with the ability to project professional competence, leadership capability, and personal maturity.
- Enthusiasm, energy, and an entrepreneurial spirit.
- Undergrad Must have Undergraduate degree from an accredited four-year college or university; advanced degree highly desired.

Family Services, Inc. offers a salary range of \$180,000-\$220,000 for this role and comprehensive benefits package.

Family Services, Inc. is proud to be an equal opportunity employer, committed to inclusive hiring, and dedicated to diversity in its work and on its staff. We strongly encourage candidates of all identities, experiences, orientations, and communities to apply.

To apply to this position, please click [HERE](#).

Omar Lopez, Talent Consultant