

# Good Grief

## Executive Director

Morristown, NJ or Princeton, NJ

## Background

The foundation of Good Grief's work is the understanding that grief is a universal human experience that serves a purpose by helping people rebuild their lives, forge a new identity, and adapt after tragedy. Through its programs and services, Good Grief works with grieving children, families, students, and educators to prevent risk factors by reducing isolation, teaching resilience, and creating a safe environment to grieve and share one's grief story, while developing a sense of possibility and hopefulness for the future. Good Grief's vision of ensuring accessibility to its programs is substantiated by its robust educational and programmatic goals, which promote resilience and decrease risk factors.

Good Grief started in 2004 with a group of concerned volunteers who believed grieving children lacked advocates. In those early days, Good Grief began by educating teachers and community groups. In 2007, Good Grief started providing direct programming to children and their families. The need and response was tremendous, requiring Good Grief to grow its programs each year. In 2012, Good Grief responded to the emerging need of families traveling long distances to Morristown by bringing Good Grief programs to Princeton. In 2017, Good Grief launched its first satellite location for urban youth through its In Community program in Jersey City, which expanded to include Newark programs in 2019. In 2017 Good Grief also launched Routes to Resilience, a social-emotional learning program that is based on over 15 years of education and programs. In 2020, Routes to Resilience became part of a larger offering, Good Grief Schools, which consists of four programs developed specifically to create a healthy and supportive environment for students, educators, and parents. Good Grief Schools is now in 160 sites and growing.

While Good Grief is best known for the thousands of lives the organization has impacted through its direct programming, comprehensive education and advocacy efforts throughout New Jersey and across the nation, it has acquired notoriety and prestigious partnerships, including Sheryl Sandberg's Optionb.org, KIPP NJ, Boys and Girls Clubs of America, Big Brothers Big Sisters Essex, Union, and Hudson county, Arizona State University, Duke University, Scholastic, National Funeral Directors Association, Outward Bound Adventures, the National Alliance for Grieving Children, and more.

## Position

Good Grief is seeking its next leader to continue an ambitious agenda for ensuring the positive health outcomes of grieving children, families, students, and communities. The Executive Director is the leader of a dynamic and comprehensive mission which ensures children receive the critical support and skills that are required to navigate adversity.

The Executive Director is responsible for raising the necessary funds to provide free programs throughout a growing, 3,500 square mile radius in New Jersey, serving thousands of children each year. This innovative leader is responsible for continuing Good Grief's rich

history of local and national partnerships while managing and growing a budget of \$1.85MM in cash and \$1.5MM in contributed services. The Executive Director will need to think through a thoughtful growth plan that may need to challenge the status quo in order to position Good Grief for success in its efforts to expand across the country.

Working closely with the Board of Directors, the Executive Director will actualize the current strategic plan and grow upon its success in order to meet the demand for Good Grief's programs, which have grown for 14 consecutive years. As part of this work, the Executive Director will drive the national expansion of Good Grief Schools, launch and scale Good Grief at Work while continuing to maintain, grow, and launch other programs that meet Good Grief's mission.

Additionally, the Executive Director will explore and increase the accessibility of its programs as the community emerges from the pandemic as well as maintain a focus on the continued financial sustainability of the organization. The Executive Director will work with and support a passionate group of key stakeholders, which includes a small but mighty team of professional staff, 300+ volunteers, program alumni, schools, donors, corporate partners, and community leaders.

## Responsibilities

### The Board of Directors

- Bring a collaborative energy that inspires and leverages board's talents, network, and strategic contributions to the mission
- Foster close relationships with board members to empower their successful contributions and accountability
- Support the board in the identification and recruitment of new board members on an annual basis with an emphasis on diversification
- Function as an ad hoc member of Board committees and ensure alignment between day-to-day operations and the work of the Board
- Work with the Executive Committee to set annual goals, manage engagement, and ensure the effective governance of the organization

### Finance

- Demonstrate thoughtful business acumen to maintain a financially sound and growing organization
- Possess the ability to think creatively about scenario planning in a post-covid world in which the demand for Good Grief's services continues to grow
- Support and work closely with the Board Finance Committee, COO, and auditor to develop and oversee the annual budget, provide reporting, and maintain financial reserves

### Strategic Planning

- Work with the staff, Board of Directors, and partners to fulfill Good Grief's 2025 Strategic Plan
- Make recommendations for modifications to the plan as phases are implemented
- Work with the Board in 2024 to begin planning for the next strategic plan

### Partnerships/Collaboration

- Develop, maintain, and grow strategic partnerships that support the fulfillment of Good Grief's mission and core initiatives
- Maintain and grow our partnerships with hospitals/primary care providers, corporations, and schools, both as a program resource and a collaborator

### Thought Leadership/Advocacy

- Function as the primary representative of the organization and maintain Good Grief's presence as a leading voice in grief and resilience conversations/work
- Present to corporations, key stakeholder groups, government officials, and change-makers to ensure childhood bereavement and resiliency are at the heart of decisions pertaining to youth and families
- Strategically grow our 4-key Initiatives (Family Support Centers, Good Grief Schools, Satellites, and Summer Camp)

### Staff/Culture

- Work to identify staffing needs in an evolving organizational structure and support the diversification of staff
- Maintain a supportive, collaborative, and ambitious culture that strives to care for its team and fulfill the mission
- Work intimately to ensure the efficient and effective management of the organization

### Fundraising

- Function as a primary fundraiser and solicitor for Good Grief's major gifts, working closely with the Board of Directors and the fundraising team
- Possess a deep understanding of fundraising from a generalist's perspective with a working knowledge of and success with foundations, events, corporations, and individual giving

## Facilities

- Oversee the proper maintenance of Good Grief's two Family Support Centers by supporting the Director of Operations and Facility Committee

## Key Competencies

- Interpersonal Savvy – relating openly and comfortably with diverse groups of people
- Resourcefulness – securing and deploying resources effectively and efficiently
- Drives Vision & Purpose – painting a compelling picture of the vision and strategy that motivates others to action
- Stakeholder Focus – building strong stakeholder relationships and delivering targeted solutions
- Strategic Mindset – seeing ahead to future possibilities and translating them into breakthrough strategies
- Instills Trust – gaining the confidence and trust of others through honesty, integrity, and authenticity
- Financial Acumen – interpreting and applying understanding of key financial indicators to make better decisions
- Cultivates Innovation – creating new and better ways for the organization to be successful

## Desired Qualifications

- Passionate commitment to Good Grief's mission in childhood bereavement
- Nonprofit management experience, ideally at the executive level, and a demonstrated ability to develop and implement strategic plans, manage organizational finances, and undertake successful fundraising
- An in-depth knowledge of youth and family, resilience, or Adverse Childhood Experiences
- Strong interpersonal skills and an ability to build relationships with a variety of stakeholders from children to families to staff to donors
- Demonstrated experience creating earned revenue streams and managing fundraising events and donors
- Demonstrated savvy in communications and marketing
- Team builder that inspires collaboration
- Successful oversight of governance and strategy
- Demonstrated track record of growing an organization
- Commitment to Diversity, Equity, & Inclusion
- Bold, risk taker that is willing to challenge the status quo

- Experience working with and mobilizing volunteers
- The Board of Directors is especially interested in hearing from candidates who can maintain Good Grief's position as a thought leader in the field of children's bereavement

## Compensation

The salary for this position is between \$120,000 to \$140,000 with benefits.

This position description is based upon material provided by Good Grief, an equal opportunity employer.

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

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