



Tapestry Health Executive Director Springfield, MA

About the Organization

Founded 50 years ago, Tapestry has established itself as a trail-blazer and essential provider in our community, delivering cutting-edge and innovative services that address critical public health needs, all with harm reduction principles at their core. Our staff of 120 serves nearly 20,000 underserved, and often overlooked, residents across Western Massachusetts through approximately 78,000 visits annually in our 14 sites, mobile clinic, and in the community. Tapestry's annual operating budget is approximately \$8.75 million.

Tapestry's fundamental value is that compassionate, culturally competent, and dignified healthcare is a human right. We recognize the injustice that underlies health disparities, and that people face immense barriers to care based on their unique circumstances — income, race or ethnicity, sexual orientation, gender expression, gender identity, where they live, history of trauma, and several other factors. At Tapestry, we provide access without stigma, which means meeting people where they are and respecting their choices, while providing healthcare, support services, and education for safer practices. Our commitment fights the status quo by:

- Supporting bodily autonomy, reproductive justice, and sexual freedom through comprehensive counseling, compassionate free or low-cost services, and sexual education programs.
- Addressing food insecurity by providing access to services for families with young children, including food and nutrition education.
- Saving lives through our harm reduction services for people who use drugs by reducing transmission of HIV and other infections through needle exchange, preventing overdose deaths, and supporting people on a healing journey.

Our Vision: A world where everyone has access to high quality healthcare without stigma.

Our Mission: Tapestry provides high-quality and accessible healthcare, education, and support, without stigma.

Values:

- Center bodily autonomy as a fundamental human right
- Provide low-threshold access without stigma
- Deeply rooted in our communities
- Responsive to unmet community needs
- Honor the value of lived experience

Our harm reduction and sexual and reproductive health services are available for anyone who needs or wants to use them. We offer free and low-cost care options for those individuals who need it. No one is turned away.

Our WIC: Food Access and Family Nutrition program is available for pregnant and postpartum people and families with children under 5 years old who meet state and federal income guidelines. This includes LGBTQ+ families, grandparents, foster parents, and legal guardians with children under five.

Position

This is a unique opportunity for a strategic and mission-oriented Executive Director (ED) to usher Tapestry into its next phase of impact, providing visionary leadership and management of all aspects of the organization. Building upon Tapestry's history as a trusted provider delivering innovative, high-quality and stigma-free healthcare, this individual will provide direction to Tapestry's staff and board in executing upon the recently completed strategic plan while continuing to position the organization as a leading expert in the field.

This person will lead a passionate and dedicated senior team while continuing to create a supportive, empowering, and collaborative environment for all staff to thrive. The successful candidate will serve as an external spokesperson for the organization, eagerly taking on bold new challenges and will be unafraid to take a stand on controversial issues.

Role Priorities

- Establish a presence across all levels of the organization; develop strong, collaborative and trusting relationships with staff, board members, and funders
- Develop a strong understanding of the organization's programs and distinct approach to delivering services, as well as an understanding of Tapestry's organizational strengths and opportunities
- Identify and advance opportunities to diversify funding sources while planning for long-term financial sustainability
- Oversee implementation of the strategic plan and continued growth, anticipating community needs
- Support increased internal collaboration to create a continuum of care and unify the organization around a central mission-oriented cause; ensure strong internal communications
- Lead as a public advocate and thought leader for Tapestry's key issues and priorities
- Lead and/or identify support to advance Diversity, Equity, Inclusion, and Justice (DEIJ) priorities

Responsibilities

Strategy and Vision

- Provide ongoing strategic leadership for Tapestry in service of its mission, maintaining clear guidance on programmatic priorities, roles, responsibilities, and organizational vision
- In collaboration with the staff and board, lead and execute on the newly developed strategic plan, ensuring advancement on key priorities

Management and Leadership

- Lead, supervise, and support senior staff in overseeing operations, sexual and reproductive health, harm reduction, and WIC programs, HR, finance, and fundraising, to ensure their work is aligned with Tapestry's strategic vision
- Provide oversight to Tapestry's key program areas: Sexual and Reproductive Health, Harm Reduction, and WIC
- Cultivate a strong and transparent working relationship with the Board, ensuring open communication with measurement of financial, programmatic, and impact performance against stated milestones and goals; support Board committees
- Oversee Tapestry's Diversity, Equity, Inclusion, and Justice (DEIJ) efforts
- Lead the refinement of organizational operations and program activities to maximize efficiencies and increase the impact of Tapestry's services
- Develop systems and processes to ensure continued communication and collaboration across teams; support the cross training of staff

Finance and Administration

- Assume responsibility for fiscal oversight, accountability, and sustainability
- Ensure compliance with funding sources and regulatory requirements
- Oversee union negotiations and other employee-relations issues as needed

Advocacy and Community Relations

- Advance advocacy and policy related to Tapestry's core priorities by establishing a presence with relevant regional and statewide councils, coalitions, committees, and other collaboratives
- Identify opportunities to collaborate formally and informally with other organizations to increase collective impact
- Maintain the organization's reputation as a nimble, reliable, and vital agency, effectively meeting community needs and responding to urgent needs as they arise

- Represent Tapestry at public functions; establish and maintain contacts with key individuals and stakeholder groups

Development and Communications

- Work to advance the development strategic plan, including major gifts and stewarding donors
- Serve as spokesperson and representative for the organization and thought leader on Tapestry's core areas of priority and expertise

Qualifications

- Demonstrated deep passion for and commitment to Tapestry's mission
- A background in nonprofit human or social services, preferably public health or harm reduction
- Experience leading a mission-driven organization; belief and commitment to the principles of harm reduction
- A strategic, big-picture thinker, with the ability to execute vision and strategy and translate them into achievable milestones
- An excellent manager, experience working with staff at all levels and someone who encourages trust, collaboration, and excellence throughout an organization
- Experience providing fiscal oversight of a non-profit organization
- Experience leading a fundraising strategy and comfort engaging with major funders; experience working with state funders
- Someone who is inclusive, open, and welcoming to all
- A deep listener and skilled communicator, with the ability to build strong, transparent relationships with multiple constituent groups
- Courageous, with the ability to remain calm in a crisis
- Experience fostering collaborative relationships both internally and externally
- Community-centric
- Experience and comfort with taking bold stances; politically savvy
- Preferably experience working and negotiating with a union
- Preferably someone familiar with Western Massachusetts

Salary and Location

The salary range for this position is \$150,000 – \$170,000 with a generous benefits package including health, vision and dental benefits, retirement contribution and eight weeks of paid time away. This position is based in Tapestry's offices in Springfield, MA with travel to other sites as needed.

Statement of Inclusion

Diversity and inclusion are crucial to our mission and we are committed to cultivating a team that reflects the communities we serve. As an Equal Opportunity Employer Tapestry does not discriminate on the basis of an individual's sex, age, race, color, national origin, alienage, religion, marital status, pregnancy, sexual orientation or affectional preference, gender identity and expression, accessibility needs, citizenship, veteran or military status and other personal characteristics protected by law. As such, Tapestry strongly encourages people from marginalized and oppressed communities to apply, recognizing and respecting that diverse perspectives and experiences are valuable to our team and essential to achieving our purpose.

Don't meet every single requirement? At Tapestry Health, we are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your experience does not align perfectly with every qualification in this job description, we encourage you to apply.

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

Jess Black, Senior Talent Consultant

Shaquile Coonce, Talent Consultant

Sarah Skrovan, Senior Associate