

New Morning Youth & Family Services Executive Director Opening

Location: Placerville, CA
Application Due: March 1, 2020
Anticipated Start: July 1, 2020

Summary:

New Morning Youth & Family Services seeks an experienced and dynamic leader who is dedicated to integrity and service to become its next executive director. The mission of New Morning is to provide professional social services to youth and families on the Western Slope of El Dorado County, California.

Agency Background:

New Morning Youth & Family Services is the oldest non-profit agency in El Dorado County serving children. Founded in 1970, New Morning is a highly collaborative community partner that works to develop an effective network of services for children and families. With a budget above \$2 million a year and a diverse staff of 35, New Morning provides professional counseling services for children age birth – 18, operates the only shelter in El Dorado County for runaway and homeless youth, provides Latino Outreach Services and manages a small but highly effective program for preparing youth who are aging out of foster care. Last year New Morning provided services to nearly 1,000 community members. In its 50-year history only four Executive Directors have led the agency, with two accounting for over 40 years of that time span.

Working with an outstanding staff and a highly dedicated and experienced board, the ED will be responsible for all aspects of New Morning's operation, ensuring that the organization is operating efficiently, effectively, and professionally to meet its strategic goals. The ED will be expected to refine and implement our strategic plan and maximize New Morning's visibility as an impactful organization. Cultivating donors, raising funds, advancing community objectives that impact youth and families, and strengthening and nurturing relationships with community partners and the public will be essential. In 2019, New Morning's counseling and shelter services received a three-year accreditation from CARF International.

New Morning operates on four primary values: **Service:** Providing the highest levels of professional service for our clients; **Integrity:** Achieving the highest standards of ethics and integrity; **Respect:** Respecting our clients and their families, each other and those with whom we work with in the community; **Hope:** Maintaining a positive environment within our agency. Likely the key takeaway from our values is the statement regarding hope: "we hold hope for others until they are able to hold hope for themselves."

Our Community:

The Western Slope of El Dorado County has a population of approximately 160,000 people with a median age of 45.5 and a median household income of \$74,885. It is located in the Sierra Nevada foothills. El Dorado County is a beautiful rural county with numerous lakes and rivers including Lake Tahoe, the largest alpine lake in North America, and the South Fork American

River, the most popular whitewater run in the Western United States and site of the 1848 gold discovery that sparked the California Gold Rush. El Dorado County is home to winter sports, summer outdoor recreation, thriving wineries, and scenery enjoyed throughout the year. The western area of the County has grown as Greater Sacramento has expanded into the region.

Although the population of El Dorado County, CA is 78.5% white and predominately heterosexual, New Morning serves a much more diverse population. Over 30% of the clients we serve of Hispanic origin and New Morning supports the only youth-led Queer Youth Group in our community.

The County leans conservative with traditional, rural roots. The County seat, Placerville, is 50 miles east of the state capitol, Sacramento. Sacramento is considered one of the most diverse cities in the U.S. and has more trees per capita than any other city in the world outside of Paris. Go west another 90 miles and you are in the heart of San Francisco.

The community is highly supportive of youth issues and is generous of its time and resources in causes that focus on youth. New Morning's newer 12-bed shelter and a new Boys and Girls Club are testaments to this generosity.

You might be a great fit with New Morning if...

- You are a compassionate nonprofit leader with experience partnering with children and families, community agencies, grantors and donors.
- You have a track record of being resourceful, fostering creativity, serving with integrity and providing leadership in a mission and value driven organization.
- You understand the importance of balancing funding activities with the emotional support of children and families in crisis.

Job Description/Responsibilities:

Organization Mission and Strategy

- Collaborate with the board and staff to develop and implement effective strategic plans that incorporate long-range and short-term measurable goals that respond to New Morning's mission into the future.
- Enhance New Morning's image and mission by being active and visible within the community and other professional, civic and private organizations.
- Provide effective liaison between New Morning and the community, governmental agencies, other organizations and professionals, and the public.
- Serve as lead for New Morning's friend/fund-raiser efforts.

Financial Performance and Viability

- Secure private and public funding to meet strategic goals and ensure fiscal soundness.
- Ensure effective and efficient internal cash management.
- Ensure effective fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintains the organization in a positive financial position.

- Ensure appropriate financial reporting, including the preparation of an annual budget, timely preparation of financial statements, and reports to various governmental and funding agencies.
- Submit to the Board of Directors a proposed annual budget and monthly financial statements, which accurately reflect the financial condition of the organization.

Operations

- Develop, implement and oversee programs that respond to the New Morning's mission and enhance its services.
- Ensure that "Policies and Procedures Manuals" comply and are consistent with Federal, State, County and CARF mandates and regulations.
- Negotiate terms and enter into contracts on behalf of New Morning, ensuring that its legal and financial interest are adequately protected and ensuring compliance with all terms and conditions of contracts.
- Ensure absolute compliance with all laws and regulations pertaining to New Morning's activities and functions, and the covenants and conditions encompassed in funds awarded to it.
- Ensure the development and maintenance of proficient personnel who are capable of providing all necessary services.

Board Governance

- Serve as direct liaison between the Board of Directors and New Morning staff, ensuring that communication between the Board and staff is open and clear.
- Communicate effectively with the Board and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.
- Provide the Board with monthly and annual reports that reflect New Morning's financial and overall health.
- Perform tasks requested by the Board of Directors.

Professional Qualifications:

- A master's degree in a human services related field and/or sufficient experience in human services work to effectively serve New Morning's mission.
- Transparent and high integrity leadership
- Three or more years senior nonprofit management experience
- Solid, hands-on, budget management skills, including budget preparation, analysis, decision-making and reporting
- Strong organizational abilities including planning, delegating, program development and task facilitation
- Ability to convey New Morning's mission, vision and strategies to staff, board, volunteers, donors and the public
- Forge and maintain relations of trust with shareholders, partners and external authorities

Skills/Traits recommendations:

Highest priorities: Leadership, High ethics/honesty, Strategic thinker, Knowledge/familiarity with community, Budget expertise, Grant writing, Inclusiveness, Sense of humor

Other Priorities: Organization, Approachable, Computer savvy, Diplomatic

Search Process:

- All applications must be received by March 1, 2020.
- Initial phone interviews will be held in the last two weeks of March.
- In-person interviews to occur in early April.
- Start date is July 1, 2020 or as negotiated.

Send Resumes and a two-page letter of interest to Marsha@newmorningyfs.org

Hard copies can be sent to:

Marsha Repschlaeger, Business Manager
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Website: <http://newmorningyfs.org>

Facebook: <https://www.facebook.com/New-Morning-Youth-Family-Services-153744781328078>