Executive Director Hiring Announcement

Organizational Summary

Family Promise of Colorado Springs (FPCOS) mobilizes our community by advocating for and empowering vulnerable families with children to achieve housing stability. We serve families with children under the age of 18 experiencing situational homelessness (housing instability) through the following passions and services.

- Compassionately caring for families in our Interfaith Hospitality Network (IHN) Shelter utilizing our network of congregation’s facilities and volunteers for overnight hosting, meals, and support.
- Creatively seeking to equip and empower families for long term success and growth through Strengths Based Coaching, Financial Capability, Job Readiness, Good Tenancy and Positive Parenting programs as well as educational, therapeutic, and recreational opportunities.
- Strategically mobilizing partnerships with other social service agencies, businesses, faith communities, and community organizations to educate the community and to advocate for families experiencing economic stress/housing instability.

Building and maintaining varied financial, congregational, and community relationships makes possible the critical services FPCOS offers to families.

Through the efforts of passionate staff, volunteers and committed clients, FPCOS achieves successful graduations with nearly 75% of their clients.

Learn more about Family Promise of Colorado Springs at www.familypromisecos.org. See the formal job description and additional information on our website.

Position Summary

The Executive Director (ED) of Family Promise in Colorado Springs leads an exciting and essential non-profit organization serving families experiencing housing instability in southern Colorado. The ED focuses primarily on building and maintaining strategic relationships with businesses, congregations, major donors and organizational and government leaders to ensure Family Promise is fiscally and operationally able to provide excellent services that align with community needs. The Executive Director reports to the president of the Board of Trustees, and the president and ED often partner in positive representation of Family Promise to the community. The ED will find their relationship with the Board to be supportive and aligned in mission.

Foundations

The Executive Director leads a small staff of professionals with both an incredible set of skills as well as a heart for the organization’s mission. While the ED is responsible for overall operational excellence, they will discover that they can lean on staff to accomplish the daily mission in compliance with board approved policies and local governmental or private funding requirements. Family Promise is also supported by an
amazing suite of both newly engaged and veteran congregations as well as individual volunteers to ensure there are human resources available for programmatic needs.

Leading Development and Communications for the organization are intertwined with organizational strategy and the ability to clearly articulate the benefits Family Promise brings to Southern Colorado. The Executive Director leads a Development Team made up of Board members and other communications and marketing skilled members of our support community.

Key Responsibilities

• Bring leadership and vision to the development and implementation of overall donor and funding goals, strategies, and plans, including direct marketing campaigns, major donor development, annual calendar of solicitation activities, grant solicitations, government funding resources, and special events.
• Develop and maintain strategic relationships for the purpose of ongoing networking opportunities and providing funding stability for Family Promise’s mission.
• Bring leadership and vision to community relationships, strategic partnerships, and public relations. Maintain a positive Family Promise image and brand within Southern Colorado.
• Provide organizational oversite and ensure operational effectiveness and compliance with board approved policies and local funding requirements.
• Provide clear leadership, inspiration, and sound organizational direction in partnership with the Board of Trustees to Family Promise staff, supporting congregational leaders and volunteers.
• Maintain contact with the programmatic side of the mission and interact with the clients whenever the opportunity presents itself.

Minimum Qualifications

• Bachelor’s degree with a preference for a master’s degree, or relevant/commensurate experience.
• Minimum of 5 years’ leadership excellence with a non-profit organization.
• Passion for growing and leading an organization that helps families in need of housing stability.
• Passion for building organizational and funding relationships within our support channels to grow the services and overall positive impact of the Family Promise mission.
• Successful financial leadership of a non-profit organization.
• The ability to empathize with families in need that have or are experiencing trauma.

Salary and Working Environment:

The range for this position is $73,000 to $83,000 depending on gifting and experience. This is a full-time, typically 40-hours per week, salaried, exempt position with paid time off, flexible work scheduling, professional development assistance, and optional medical benefits. The Executive Director must occasionally be available to work evenings, some weekends, and be on call on a rotational basis.
• Our corporate values include Transformational Hope, Inclusivity through Interfaith Cooperation, Compassionate Hospitality, Every Family Has Inherent Worth, and Families Thrive when they are Together.
• Family Promise is a workplace which believes in and promotes a healthy work-life balance.
• A successful ED engages their role in a variety of settings within the Colorado Springs community. The Family Promise Administrative Offices, community meetings throughout Colorado Springs, and remote engagement (EG via Zoom) will all be utilized.
How to apply:
Please submit cover letter and resume to:

- Email: office@familypromisecos.org ("Executive Director" in subject line)

You’ll receive an email confirming our receipt of your application.

This position will be filled as soon as a qualified candidate is identified, with a target closing date of July 17. For our process, we are unable to respond to phone inquiries. This job announcement is not intended to be an exhaustive list of all duties, responsibilities, or qualifications associated with the position.

Please note, references will be requested and a background check will be performed prior to hiring.

Family Promise of Colorado Springs is an equal opportunity employer, drug-free workplace, and seeks a diverse pool of applicants. For more information, go to www.familypromisecos.org.