



## **Chief Executive Officer YWCA Northeast Kansas**

*Topeka, Kansas*

### **Background**

[YWCA Northeast Kansas](#) has been an essential member of the greater Topeka community for over 135 years and is part of a network of YWCAs which represents one of the oldest and largest multicultural women's organizations in the world. Across the globe, the World YWCA works for women's empowerment, leadership and rights in more than 120 countries and 20,000 local communities. including 215 local associations serving over 2 million women, girls, and their families in the United States. In Kansas, the YWCA of Northeast Kansas serves over 13,000 individuals and families each year.

Even more compelling than statistics is the mission-driven work of the YWCA. Its mission is to eliminate racism, empower women, and to promote peace, justice, freedom, and dignity for all. It does this by providing safe places and free and confidential services to victims of domestic and sexual violence, stalking, and human trafficking. And by strengthening families through quality, affordable childcare, inspiring young girls to be healthy, bold, and confident, building strong women leaders, and advocating for women's rights and civil rights at the local, state, and federal levels. What sets the YWCA apart is its commitment to comprehensive social services, combined with its dedication to creating a more just world through advocacy and issue education.

### **Position Summary**

YWCA Northeast Kansas is seeking a Chief Executive Officer (CEO) who can build on the organization's successes as a leader in innovative services to break the cycle of intimate partner violence and drive anti-racist transformation. The YWCA Northeast Kansas has an operating budget of \$3.3 Million. The new leader will work with a committed and growing staff of over 50, a talented senior leadership team of 5, and 15 dedicated members of the Board of Directors to advance the mission of the organization and continue to deepen the YWCA's impact in the community.

The successful candidate will be an experienced leader of anti-racism and social justice initiatives and efforts, a strong staff leader and builder of healthy organizational work cultures, and a confident and skilled fundraiser who displays a clear commitment to the organization's mission and ability to communicate the story and value of the organization to funders and the community at large.

## **Responsibilities**

- Champion and articulate the YWCA's mission internally and externally in every aspect of managing, developing, and administering community programming;
- Prioritize the support and professional development of staff wellbeing through trauma- responsive leadership and cultural humility;
- Ensure the success of the agency's fundraising via donor relationship management, foundation and government funding, and special events;
- Oversight for the management and operation of a shelter and a day center; a child care center; and before and after school and summer programming.
- Work with the Board to craft a shared vision and lead strategic planning and implementation;
- Work in partnership with the Board to ensure sound, sustainable fiscal management, transparent and accountable governance, effective fundraising, and the recruitment of strong volunteer leadership for the board of directors;
- Develop meaningful relationships with community partners and members of the community with a focus on outreach with diverse constituents.

## **Professional Qualifications and Personal Characteristics**

- Deep personal commitment to the organization's mission, values, and vision;
- Creative, strategic thinker;
- Proven commitment to furthering social justice and anti-racism policies, practices and initiatives;
- Confident and skilled fundraiser with a track record of success;
- Master communicator and relationship builder who will cultivate meaningful relationships with donors, volunteers, and community partners;
- A dynamic staff leader who will mentor, support and lift-up staff and create a positive and healthy work culture;
- Experience in the nonprofit sector with an abundance (vs. a scarcity) mindset
- Experience with finance, operations and budgeting, including building and executing earned income strategies;
- Experience managing or operating in an environment that has a 24 x 7 service delivery cycle;
- Experience with early childhood programming, domestic violence, trauma-responsive care is helpful as is a background with shelter and daycare operational and licensure qualifications.

## **Topeka & YWCA Northeast Kansas**

The YWCA Northeast Kansas is located across the street from the State Capitol, in the heart of Downtown Topeka. The YWCA Center for Safety and Empowerment, provides free and confidential services to victims of domestic and sexual violence, stalking, and human trafficking in Shawnee, Jackson, Brown, and Wabaunsee Counties in Kansas. It manages two shelters and a day center. The YWCA operates the Early Learning Center, providing childcare for one-year old to pre-Kindergarten children; the Kids Quest Youth Programs, before, afterschool and school days out programming for pre-K through 6th grade; summer programming and after school tutoring. Women's Leadership programming and racial justice programming are also central to the organization's work.

In October 2023, The Wall Street Journal in partnership with Realtor.com found Topeka to be the number one city in America for its [emerging real estate market](#). In addition, Topeka is known for its green spaces, strong neighborhoods, and good schools.

### **Compensation**

This is a full-time, on-site position requiring a willingness to work some evenings and weekends and occasional travel. The expected salary range is between \$90,000 - \$100,000.

The YWCA Northeast Kansas offers a generous benefits package including health and dental insurance, an employee assistance program, life insurance plan and more. After two years of employment, the CEO is eligible for the YWCA Retirement Fund which includes a 7% employer contribution. The YWCA offers generous paid time off, holidays, and sick leave.

### **Non-Discrimination**

YWCA Northeast KS is committed to enacting anti-racist policies, practices, and organizational structures aimed at dismantling white supremacy in all of its manifestations. The YWCA understands that racial inequities sit at the foundation of all forms of oppression. The organization strives to build an intersectional, trauma-responsive organizational culture and apply these lenses in the ways they interact with one another. They recognize that anti-racism is not an endpoint, but, rather, a continuous and iterative practice that requires collective and organizational learning, accountability, and action.

The YWCA is an equal opportunity employer that honors and values diversity and does not discriminate on the basis of race, ethnicity, gender, gender identity or expression, religion, sexual orientation, or (dis)ability. We strongly encourage applications from Black, Indigenous, and People of Color, immigrants, refugees, people with (dis)abilities, gender

queer and members of LGBTQI+ communities, as well as survivors and individuals from other underrepresented and historically marginalized communities.

## **Application Process**

To apply, please submit a resume and cover letter online to Brandi Fisher, The Moran Company. *Resume should include all relevant professional education and experience, dates of employment (month and year) and position/title and organization names. Cover letter should articulate relevant experience and speak to how you will champion and further the YWCA's mission.*

Applications submitted by January 8, 2024 will be given full consideration.

Questions regarding this opportunity are welcomed and can be directed to Brandi Fisher: brandi (at) morancompany.com. [\*\*APPLY NOW\*\*](#)