The Children's Home Network

Chief Executive Officer

Young Search Partners, Executive Search, has been retained by the Board of Directors of The Children's Home Network (CHN) to recruit its next CEO that will serve as its ambassador & strategic business leader to move the organization forward and leverage opportunities to continue to support and advance its vision and mission:

Our Vision: Children's Home Network will be a recognized leader in innovative programs and services in the field of child and family well-being, and as an exemplary model for the governance, management and operation of non-profit entities.

Our Mission: We unlock the potential of at-risk children and families by providing compassionate and effective services that create opportunities for success.

About The Children's Home Network

Established in 1892, Children's Home Network (CHN) began as a refuge for orphaned children just 27 years after the Civil War, making it the oldest continuously operating child welfare organization on Florida's Gulf Coast. Over more than a century, CHN has evolved into a nationally recognized nonprofit agency that provides a comprehensive array of trauma-informed, evidence-based services grounded in research and continuous evaluation to strengthen family stability and promote child well-being.

Each year, CHN serves more than 7,000 vulnerable children and families across the Tampa Bay and Miami-Dade metropolitan areas who are involved in, or at risk of entering, the formal child welfare system. Services include therapeutic residential care, traditional and therapeutic foster care, maternal health and wellness, community-based counseling, kinship navigation, caregiver respite services, and early childhood educational and developmental support.

The agency is accredited by the Council on Accreditation, holds Child Caring Agency and Child Placing Agency licenses through the Florida Department of Children and Families, and is a credentialed Medicaid provider of outpatient therapy, Behavioral Health Overlay Services, and Applied Behavior Analysis. Notably, CHN's Kinship service model is one of only six programs nationally certified by the Title IV-E Prevention Services Clearinghouse and is rated "Supported" by evidence through the California Evidence-Based Clearinghouse, distinguishing it as the only Kinship model in the United States recognized by both entities.

CHN, through its clinical expertise and unwavering commitment to Florida's most vulnerable, has expanded services and launched new innovations focused on children with acute needs, including mental health diagnoses, developmental disorders, and victims of trafficking and exploitation. In 2022, the agency opened its Developmental Support Program on its Kids Village residential campus, filling a critical service gap by creating therapeutic residential settings tailored to children with neurodevelopmental challenges who cannot be safely or effectively served in traditional foster placements.

In addition, CHN further expanded its residential service model in 2023 by opening a second specialized therapeutic residence in Polk County in addition to being selected as an implementing partner of the Citrus Helping Adolescents Negatively impacted by Commercial Exploitation (C.H.A.N.C.E.) Program. C.H.A.N.C.E provides specialized comprehensive support services and placement to youth ages 6 to 17 who are victims of, or at risk of, commercial sexual exploitation in Pasco and Pinellas Counties.

Programs and Services Overview

Prevention, Early Intervention & Support Services

Caregiver Support Services (CSS) program addresses the unique challenges faced by caregivers raising children with developmental delays, disabilities, and social-emotional needs. Through wraparound support and multidisciplinary collaboration, CSS equips caregivers with strategies to manage complex behavioral and developmental challenges while reducing caregiver burnout and preventing family crises that could otherwise lead to placement disruption or system involvement.

Fostering Families Program recruits, trains, licenses, and supports caregivers who provide safe, stable, and nurturing homes for children who cannot remain with their biological families due to abuse, neglect, or other safety concerns. Through trauma-informed training, ongoing case management, and connection to therapeutic and community-based resources, Fostering Families strengthens caregiver readiness, promotes placement stability, and supports children in healing from adverse experiences. By building a network of prepared and supported foster families, the program helps reduce placement disruptions, improves behavioral and emotional outcomes, and creates pathways towards permanency and long-term wellbeing for vulnerable children.

Guiding Stars Mentoring Program provides structured mentorship and social-emotional development opportunities for children in kindergarten through eighth grade who experience developmental, physical, or social-emotional challenges. By fostering consistent relationships with trained mentors, Guiding Stars strengthens emotional regulation, builds self-confidence, and promotes positive peer engagement, helping children develop the coping skills necessary to navigate adversity.

Healthy Families Hillsborough is an evidence-based home visiting service that supports expectant parents and families with young children in building safe, stable, and nurturing home environments. Through consistent coaching, developmental guidance, and connection to community resources, this program strengthens positive parenting practices, promotes healthy child development, and reduces risk factors associated with abuse, neglect, and poor health outcomes. By fostering early bonding, supporting caregiver wellbeing, and addressing social determinants of health, the program helps families build the protective factors needed for long-term stability and lifelong success.

Kinship Navigator Program provides evidence-based navigation, stabilization, and supportive services for children being raised by relatives or close family friends when parents are unable to care for them. Through individualized guidance, resource coordination, and ongoing caregiver support, Kinship strengthens family capacity, promotes placement stability, and helps prevent unnecessary entry into the foster care system. By addressing concrete needs, connecting families to community services, and building caregiver confidence, the program enhances safety, wellbeing, and long-term resilience for children while preserving critical family bonds.

Targeted Clinical, Academic, and Developmental Intervention

Reaching and Inspiring Students Everywhere (RAISE) program provides individualized support for children from birth through third grade who are experiencing developmental delays, trauma exposure, or behavioral challenges that interfere with their ability to succeed in educational settings. Through coordinated intervention with schools, families, and community providers, RAISE promotes positive developmental, behavioral, and academic outcomes during a critical stage of early childhood development.

Supporting and Empowering Educational and Developmental Services (SEEDS) Program works collaboratively with families and schools to ensure children achieve key developmental and academic milestones. Through multidisciplinary intervention and strength-based planning, SEEDS addresses early learning barriers and academic challenges such as literacy, truancy, and on time grade promotion. SEEDS helps children enter school ready to succeed and prevent academic and behavioral difficulties from escalating into long-term instability.

The Citrus Helping Adolescents Negatively Impacted by Commercial Exploitation (CHANCE) program addresses the complex needs of youth who have experienced human trafficking or commercial sexual exploitation. CHANCE provides trauma-informed therapy, peer mentorship, and case management designed to help youth rebuild trust, strengthen emotional regulation, and reestablish safe and stable environments within their placements and communities.

Specialized Placement & Residential Stabilization

Kids Village and Heartland Residential Care offer a residential therapeutic setting specifically designed for children with developmental disabilities, sensory needs, and complex behavioral challenges. Through comprehensive clinical assessments, individualized behavioral interventions, psychiatric oversight, and sensory-informed care plans, the program creates a structured environment where children can achieve emotional regulation, strengthen interpersonal skills, and build independence in preparation for transition into family or community placements.

Specialized Therapeutic Foster Care (STFC) program places children with highly trained therapeutic foster parents who are equipped to provide intensive trauma-informed care. These foster families receive ongoing clinical support and specialized training to address the emotional and behavioral needs of children who have experienced significant trauma or mental health challenges, ensuring children receive individualized attention in a structured and nurturing environment.

Position Summary

The Children's Home Network (CHN) is seeking a strategic, visionary and influential leader with the skills, passion and commitment to contribute to the advancement and sustainability of a highly impactful organization.

The ideal candidate will have a passion for the mission of The Children's Home Network and a deep commitment to creating a consumer-oriented operation, a collaborative partnership with Key Funders and stakeholders, excellent conceptual abilities, superior management skills, solid financial expertise, and thrive in diverse and innovative environments.

The CEO is responsible for the strategic direction and operational execution of The Children's Home Network established Mission and Vision. As such, The CEO works with the Board, key staff members, and the communities it serves by delivering programs and services with excellence, building internal organizational capacity, and establishing sustainable support to carry out the mission and vision.

The CEO is responsible for ensuring the entire organization has a strong focus on sustainability, robust financial support, and a culture of care for our employees and the children and families we serve. The organizational environment that the CEO creates and sustains is integrity-driven, empowering, offers choice and developmental opportunities, celebrates employee accomplishments and milestones, and promotes teamwork and collaboration.

Reporting to the Boards of Directors, the President/CEO will lead the corporations with integrity, implement the strategic directions, and follow policies established by the Board. S/he will broaden the financial support and shape the growth strategy for the organizations. The President/CEO will advocate for the mission and vision of The Children's Home Network, honor the traditions, and professionally represent the organization's positive image at all times.

The President/CEO will prudently manage resources and maximize the organization's strengths, develop donor relationships, develop alliances and partnerships with other businesses, and assess opportunities for growth.

The President/CEO will work collaboratively with the volunteer Directors of the Boards, provide them with accurate and complete information, and support them in fulfilling their governance role.

The CEO will have oversight for a large team with direct reports including the CFO, several EVP's and the VP of Mission Advancement. CHN has an operating budget of approximately $33M and an employee population of 380 employees across several counties to include Hillsborough, Polk, Pasco, Pinellas and Dade Counties.

Strategic Vision and Leadership

- Build on CHN's success and reputation as an effective and innovative social services organization which betters the lives of children, families and communities.

- Serve as the primary liaison to the Board and major donors, ensuring that they are appropriately respected, engaged and recognized. Cultivate a strong and transparent working relationship with the Board of Directors through open communication related to the measurement of financial, programmatic and performance against stated milestones and goals.

- Develop and monitor strategies for ensuring the long-term financial viability of the organization; ensure that CHN's strategy and vision are aligned for future growth. Provide strategic vision and leadership by collaborating with the Board of Directors and Senior Management to define, refine and implement the strategic plan, while ensuring that the budget, staff and priorities are aligned with the agency's core mission.
- Partner with other organizations that have programs which can enhance, be coordinated with, or add value to the work of CHN.
- Ensure that all activities operate within the mission and values of The Children's Home Network, and in full compliance with legal and regulatory requirements.
- Evaluate the organization for its effectiveness and recommend necessary changes in structure and staffing.
- Supervise leadership staff including the Chief Financial Officer, the Executive Vice Presidents, and the Vice President of Mission advancement. Provide inspirational leadership and direction to Senior Management and Directors and ensure the continued development and management of a professional and efficient organization.
- Oversee agency liability and risk management procedures, in conjunction with senior management, to ensure appropriate policies and practices are administered and enforced. Allocate and align resources to achieve strategy; forecast and prepare for contingencies.
- Employ a broad perspective to balance priorities in a way that accomplishes the overall goals of the organization.
- Think big picture, separating the critical from the routine. Develop vision and strategies that position the organization for growth and sustainability.
- Leverage partnerships and alliances to benefit CHN.

Mission Advancement

- Implement a multifaceted strategy to broaden and diversify the base of CHN's financial support and increase the organization's annual revenues, in collaboration with the Mission Advancement team.
- Plan for the strategic promotion of CHN, strengthening its reputation and stewardship of resources.
- Retain and lead a high-performing financial resource Mission Advancement department.
- Leverage the Board and CHN supporters to attract and develop funders and donors to ensure that adequate funds support achievement of CHN's mission.
- Represent The Children's Home Network with external constituency groups, including community, governmental, and private organizations. Nurture current partnerships and create new partnerships for growth and expansion.

- Lead government relations and public-policy advocacy on behalf of children and families, within applicable limits on lobbying and political-campaign activity, and direct the organization's marketing, brand, and communications strategy.
- Personally cultivate, solicit, and steward a portfolio of funders and major and principal gift donors, serving as the organization's philanthropic ambassador.
- Provide executive leadership for any capital, endowment, and comprehensive campaigns, and grow planned-giving and legacy programs

Program Operations & Excellence

- In collaboration with the Executive Leadership, ensure the highest quality of mission deliverables, including stewardship.
- Oversee development of and maintain innovative program expansion initiatives.
- Oversee program improvements to both administrative systems and operations to deliver the highest quality services to children and families.
- Establish and oversee outcomes measurement, program evaluation, and continuous quality improvement, ensuring evidence-based, trauma-informed practice and incorporation of client and family feedback.
- Report program processes and results to funders, the media, the Board of Directors and other stakeholders.
- Maintain guidelines for contracts by performing, measuring and reporting the effectiveness of each contracted program.
- Analyze trends and political decisions that may impact services and/or funding; develop contingency plans in response to perceived risks to programs.
- Ensure timely and accurate Form 990 filing, maintenance of the organization's tax-exempt status and public-support requirements, and compliance with applicable limits on lobbying and political-campaign activity.
- Ensure organization-wide compliance with all applicable licensing, accreditation, and regulatory requirements, including state child-welfare licensing, program accreditation standards, grant and government-contract obligations, client-record confidentiality (including HIPAA where applicable), and mandatory child-abuse reporting requirements.
- Oversee child safety and safeguarding practices, crisis management and media response, and business continuity planning to protect clients, staff, and the organization's reputation.
- Oversee information technology, cybersecurity, and data governance practices to safeguard organizational and client data.

Organizational Development and Human Resources

- Partner with the leadership team and the Board to translate the strategies and priorities of CHN into results-oriented action plans.
- Support and promote a results-oriented and "coaching" culture that values strong links between individual and team performance and overall organizational performance measures.
- Effectively manage, develop and lead the CHN leadership team in support of the CHN's mission and each department's target performance.
- Own the organization's enterprise talent strategy, including compensation philosophy, workforce planning, employee engagement and retention, and leadership development, in partnership with the Board and human resources leadership.
- Develop succession plans for key staff members.

Financial Management and Viability

- Demonstrate understanding of the financial and other drivers that influence agency success; use this business acumen to influence others, create shared goals and drive initiatives.
- Ensure the continued financial viability of The Children's Home Network (CHN) organization through sound fiscal management.
- In collaboration with the Chief Financial Officer and the Performance Monitoring Committee of the Board, provide guidance and leadership in the development of the organization's budgets and reporting to the Board of Directors.
- Drive strong and sustainable financial future by developing and maintaining sound financial practices, including ensuring that the organization operates within budget, and ensuring that adequate funds are available to permit the organization to carry out its mission.
- Maintain best practices in all aspects of financial operations; oversee that procedures and controls ensure regulatory compliance, and minimal risk.
- Oversee an enterprise risk management and insurance program, and support the annual independent audit, including the relationship with external auditors and the parent company's Audit Committee.
- Ensure the continued financial viability and growth of The Children's Home Network through sound fiscal management.
- Exercise financial, contracting, and personnel authority within the limits delegated by the Board of Directors, and obtain Board approval for actions exceeding the delegated authority or otherwise reserved to the Board under the organization's bylaws and policies.

Board Relations and Governance

- Work effectively with the Board of Directors and engage them in strategic discussions, vision for the future, governance matters and fund development.
- Participate in an annual performance evaluation conducted by the Board of Directors against mutually agreed goals and objectives.
- Provide accurate, current information to the Boards, operating with transparency, honesty, and integrity.
- Support the Boards in building committees, and in developing succession to existing leaders.
- Consult with the Boards as needed regarding matters that are brought before the Board.
- Ensure a strong, collaborative and productive working relationship with the various corporate boards.
- Uphold the fiduciary duties of care, loyalty, and obedience to mission; administer and comply with the organization's conflict-of-interest policy; and act at all times in the best interests of the organization and its charitable purpose.
- Foster an ethical, speak-up culture across the organization, and maintain and enforce the code of conduct and whistleblower (non-retaliation) policy.

Duties and Responsibilities for other corporations in the organization to include Properties, Foundation and Community

- Support activities of corporations, executing duties within generally accepted legal, compliance and ethical standards.
- Serve as an officer of each affiliated corporation as designated, and ensure coordinated governance, intercompany and shared-services arrangements, and consolidated planning and reporting across the parent and its subsidiaries.
- Oversee stewardship of real property, leases, and capital assets.
- Ensure the Foundation's investment, endowment, and spending policies are administered in accordance with Board direction.
- Consult with Boards of Directors as needed.
- Provide accurate and timely information.
- Promote activities that will strengthen the corporations' purpose and functioning.
- Maintain an excellent working relationship with each of the Board of Directors.

Position Qualifications

- **Fifteen (15) + years' professional experience, with a minimum of five (5) + years' experience working as a senior level executive (CEO, COO, VP or Chief Programs Officer) for a similar Non-Profit, Corporate, Government/ Public Sector, or Community Enterprise that provides Child and Family programs and services, Child Welfare services, Mental/ Behavioral Health services or Developmental Disability services.**
- **Experience leading large teams and complex business and service operations for nonprofit organizations with an operating budget of $20M + that provide programs and services in multiple Florida counties.**
- **Experience and savvy in navigating the child welfare climate in Florida particularly with Key funders/ Stakeholders and political constituents and successfully managing through upheaval and crisis.**
- **Experience with Medicaid billing, Children's Taxation Districts, and managing multiple funders.**
- **Bachelor's degree in Human Services, Social Work, Business or related field. Master's Degree preferred.**

Knowledge, Skills and Abilities

- The ability to set clear priorities, delegate, and guide investment in people and systems; organizational and problem-solving skills that support and enable sound decision making, based on data.
- Strong leadership skills with an ability to collaborate with a knowledgeable board of volunteer Directors and senior management members.
- The foresight, charisma, and creativity to identify and implement strategies that diversify funding streams and maximize fundraising opportunities, particularly unrestricted funding.
- Effective presentation capabilities with an ability to professionally represent CHN in any setting, including public speaking events, meetings with high-profile funders, and site visits in the field with community partners.

- Excellent coalition-building skills with an ability to communicate and work effectively with a variety of external stakeholders; a persuasive negotiator able to achieve consensus among individuals with differing opinions.
- A successful track record of managing significant growth of organizations and service offerings; setting organizational strategy, including leveraging activities and resources where appropriate; developing and supervising staff; and serving as a spokesperson for an organization.
- Demonstrated success in guiding the implementation of business processes, infrastructure, and internal organizational systems in a growing organization.
- Strong analytical ability and comfort with data, including financial reports and budgets.
- Experience in hiring, coaching and developing professional staff and a successful track record of recruiting and retaining high-performing teams.
- Exceptional written and oral communication abilities to be used to build relationships with staff, the Boards, and the public.
- Comfort with public speaking to convey the value of CHN's mission to donors and the community at large.

Personal Qualifications

- Broad interest in issues, particularly those related to the well-being of children and families.
- A demonstrated record of accomplishment in fund development and funder relations.
- A demonstrated ability to think strategically and critically evaluate opportunities.
- The ability to apply sound judgment in complex decision-making situations, while incorporating knowledge and recommendations of senior management team members.
- An innovative, friendly, positive, and confident leadership style that inspires and motivates.
- Unimpeachable ethics and unwavering integrity.
- Articulate; unflappable in high-pressure situations; and at ease in a variety of social strata.
- Values diversity.
- Promote equitable, culturally responsive service delivery to the children, families, and communities served.
- Entrepreneurial in serving mission.

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