

Employment Opportunity

Executive Director

at The Road Home Dane County

Madison, Wisconsin



Please apply on our website:

[www.qtigroup.com/job-posting/executive-director/
BH99237136](http://www.qtigroup.com/job-posting/executive-director/BH99237136)



ABOUT THE ORGANIZATION



The Road Home has exclusively retained The QTI Group to lead the search for its next Executive Director.

Mission: The Road Home Dane County provides opportunities for homeless children and their families to achieve self-determined goals and affordable, stable housing.

Vision: Every child deserves a home.

Our Values:

- Respect and dignity for all
- Empowerment of those we serve
- Social Justice
- Anti-Racism
- Inclusiveness
- Results-oriented services

The Road Home Dane County's History

The Road Home Dane County (then known as Interfaith Hospitality Network of the Madison Area) opened its doors on April 26th, 1999 as an overflow shelter for families who could not be served by the existing shelters. In the years that followed, The Road Home played a growing role in securing funds and support for affordable housing and providing case management to help families find and maintain that housing. In 2018, they phased out shelter services to focus on housing and support services. A 501(c)(3) organization, they currently operate 14 housing programs and serve over 280 families with children in Dane County each year.

Why They're Needed

While it might sometimes be hidden from sight, homelessness exists in the Dane County community. In 2022-23 just one year, 1,146 school aged children were identified as homeless in Dane County. On a single night in Jan 2023, over 600 people in the community didn't have a place to sleep. There are approximately 100 families in Dane County without stable housing.

The Dane County community suffers from a critical lack of affordable housing, pushing vulnerable families out of housing and leading to homelessness. Researchers estimate that there are between 7,000 to 27,000 more people in need of affordable housing in the community than there are affordable housing units available. They also predict that without intervention, this gap will grow. The cost of homelessness is high—putting families and children at risk for greater physical, emotional, and academic challenges.

How They Help

The Road Home Dane County believes every child deserves a home. And they believe that by working together they can ensure every child in the community has one. The Road Home seeks long-term solutions to homelessness by helping families find and maintain stable, affordable housing. They work with families, not only to relieve the immediate crisis of homelessness, but also to build skills, resources, and relationships that set the stage for long-term success. They provide a variety of types and levels of supportive services and stable housing programs that best-fit families' needs and help them be successful. They also seek to decrease racial housing disparities that exist in the community. Over 95% of families in The Road Home Dane County programs remain stably housed.

The Road Home works together with partners such as other nonprofits, government agencies, United Way of Dane County, people with lived experiences of homelessness, volunteers, businesses, congregations, and donors to create solutions that work.

The Road Home has earned the Platinum GuideStar seal of transparency. GuideStar is a 501(c)(3) that gathers and disseminates information about every IRS-registered nonprofit organization. Participating organizations earn levels of recognition based on their commitment to transparency in answering a series of questions.

Visit The Road Home's [website](#) to learn more about the impact of the organization.

ABOUT THE OPPORTUNITY



The Road Home is actively seeking a dynamic, collaborative, mission-focused, and visionary leader who is passionate about fostering diversity and equity within the agency for both staff and program participants.

Advocacy & Equity Leader

- Champion engagement, educational, and best practices related to homelessness, housing instability, and social justice.
- Demonstrate a high level of commitment and action in leading diversity and inclusion initiatives through an equity lens.
- Advocate on behalf of TRH to actively identify and address the needs of marginalized and disenfranchised groups within the community we serve.
- Attract and hire staff and help recruit Board members and other community volunteers to support a diverse, equitable, and inclusive organization.

Strategic Leadership

- Visionary and innovative leader who inspires staff with passion, transparency, and knowledge of how strategic objectives impact TRH mission and the broader Dane County community.
- In collaboration with the Board of Directors and the TRH team, lead the development and implementation of strategic plans and initiatives.
- Maintain awareness and actively monitor nationally recognized best practices aimed at ending family homelessness.
- Provide oversight for an organizational structure that aligns programmatic objectives with the mission, supported by financial management, effective internal and external communication strategies, and the cultivation of mutually beneficial partnerships.
- As a champion of change leadership, adept in conflict management and decisive decision-making, with a proven ability to effectively manage and engage a staff of 20 or more.

Mission & Culture Driver

- Inspirational and dynamic leader who is relationship-focused and committed to empowering and supporting the organizational culture.
- Understand individual teammate motivators & talents, and provide meaningful recognition, coaching, mentoring, and development opportunities for staff to increase staff engagement and retention.
- Commitment to learning, understanding, and stewarding TRH, its history, its programs, and its staff to effectively guide decision-making and best practices.
- Champion practitioner of organizational and change leadership.

Collaborative Relationships and Development

- Establish and cultivate positive relationships with stakeholder groups and potential revenue sources, including but not limited to the City of Madison, Dane County, Dept. of Housing & Urban Development, and United Way of Dane County.
- Oversee the public image and brand of TRH as a leader in Housing Services.
- Partner with the Development Director and Development Committee to drive fundraising efforts, including donor cultivation, individual requests for donations, and donor recognition.
- Maintain knowledge of trends related to public and private funding opportunities that align with the mission and strategic vision for TRH.
- Guide, support, and collaborate with the Board of Directors in setting objectives and implementing initiatives aimed at fulfilling the mission, facilitating informed strategic decision-making.

Nonprofit Operational & Financial Management

- Develop, recommend, and manage the annual operating budget in consultation with an accounting firm and the Finance and Investment Committee of the Board of Directors.
- Maintain awareness and exercise sound judgment to ensure financial controls are in place to track and manage grant allocation and funding sources.
- Assure high quality, sustainable programs, services, and staff and make use of community resources and partnerships to meet the participants' needs.

Qualifications and Abilities

- 5+ years of senior nonprofit leadership experience.
- Excellent communication skills with the ability to present to large and small groups, including staff, community partners, and donor groups.
- Excellent organizational skills, including planning, delegating, program development, and task facilitation.
- Ability to foster a healthy organizational culture, encourage teamwork and collaboration, strong interpersonal skills that include the ability to inspire and motivate, and effective at conflict management.
- Demonstrated and sincere passion for the mission of TRH with the ability to articulate the mission across all key stakeholder groups (e.g. staff, business and philanthropic communities, civic leaders, community leaders, the general public, and the media).
- Demonstrated success in generating revenue through a variety of fundraising techniques, including experience with major gift solicitation, planned giving, annual campaigns, special events, and grant proposals.
- Experience with or knowledge of working with any of the following issues: mental health, substance abuse, trauma, low-income and/or homeless populations, and/or healthcare, and ability to present to community members regarding such issues.
- Desired education, Associate or Bachelor's degree from an accredited college or university.

APPLICATION & SELECTION PROCESS



The Road Home has exclusively retained **The QTI Group** to lead the search for its next **Executive Director**. The QTI group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Target Start Date: June 1, 2024.

For more information, please contact:

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Apply Online: www.qtigroup.com/job-posting/executive-director/BH99237136

Application Deadline: March 29, 2024.

AA/EEO Statement: It is the policy of The Road Home to provide equal employment opportunity to all persons regardless of race, color, sex, sexual orientation, gender identity, disability, age, religion, national origin, pregnancy or childbirth, ancestry, physical appearance, income level, source of income, political beliefs, marital, genetic, student or veteran status, less than honorable discharge, arrest or conviction record, or any other characteristic protected by law.

ABOUT MADISON, WI



The position is located in **Madison, Wisconsin**. Madison anchors a thriving economic region of over 536,000 residents, which includes the state capital, a world-class research university the University of Wisconsin - Madison, and growing technology and research industries. Madison earned the number one spot on [Livability's "Best Place to Live in America"](#) for both 2021 and 2022.

Madison is a rare combination of thriving businesses, progressive government, rich culture and advanced education - all in a setting of rare natural beauty. Surrounded by five lakes, laced with bike trails, and enlivened with numerous parks and green spaces, the area offers countless opportunities to enjoy a balanced lifestyle in a dynamic Midwestern city.

For more information on life in the Madison area, please visit: <https://www.visitmadison.com/media/fun-facts/>