



EXECUTIVE DIRECTOR IDEAL CANDIDATE PROFILE

The Elizabeth Coalition to House the Homeless (ECHH) is the oldest agency serving the homeless people in Union County, New Jersey. For over 40 years it has been committed to the provision of emergency services for the homeless and housing insecure, while advocating and organizing for systemic change to meet the challenge of providing housing for homeless individuals. Currently, the organization is recruiting a dynamic, entrepreneurial nonprofit professional to serve as its next Executive Director.



THE ELIZABETH COALITION TO HOUSE THE HOMELESS



Founded in 1981, the ECHH is a central part of a statewide network moving people from the streets and shelters to permanent housing. Following the ECHH's core values of community, justice, empowerment, dignity, and commitment, its dedicated team of social workers, organizers and volunteers works daily to respond to the needs of the homeless and housing insecure. An especially important component of the Coalition's work is building community with families and individuals. For many of its clients, the ECHH is a last port of hope.

From its beginning, ECHH has pursued innovative approaches to serving the homeless. It was the first NJ agency to provide **advocacy services** for the homeless; for example, working with Union County officials to inaugurate CODE Blue in the State. During the coldest months of the year, those who would otherwise rest their heads and bodies on the street are sheltered by volunteers affiliated with churches willing to also clothe and feed them. The ECHH introduced children's services with **Bernice's Place**, a program that gives kids a place to be kids in a safe environment. Also, the ECHH was the first to provide transitional housing to working families in the organization's **hospitality houses**, allowing them to build the



nest egg needed to secure a place of their own. Looking to the future, ECHH's most recent goal is to **build fifty units of housing over the next five years.**

To drive results, ECHH focuses on five operational pillars: fiscal stability and sustainability, policy advocacy and campaigns, emergency services, permanent housing, and community building.

THE ROLE OF THE EXECUTIVE DIRECTOR



The ECHH is in a moment of substantial growth and opportunity. New levels of NJ State funding for the homeless and housing insecure represent an opportunity for the Executive Director (ED) to meet the service and low-income housing needs of homeless people in Elizabeth and across Union County. These opportunities will better enable the ED to provide the strategic leadership to ensure that the organization achieves its mission and goals while remaining dedicated to its core pillars and values. One of the primary roles of the ED is to serve as the external face of the organization. The ED will be responsible for cultivating and forging relationships with constituents, stakeholders, government entities, donors, and supporters. It is through these relationships that the Coalition will be able to secure the necessary resources to assure that high quality programming is accompanied by financial stability.

The ED's responsibilities include building an organizational culture that shares responsibility and decision-making with a leadership team while enabling staff to effectively deliver services. These responsibilities include working with the board to envision, design and implement new programs to serve the needs of Union County's homeless and housing insecure.

IDEAL CANDIDATE QUALIFICATIONS

The next Executive Director of the Coalition will have the following characteristics and skills:

- A deep empathic understanding of the homeless and their need for housing, community, and support services,
- Entrepreneurial drive to lead the next chapter of the ECHH by raising needed resources, creating innovative programs to better serve housing-insecure populations, and growing the ECHH's capacity to meet the needs of homeless people,
- Skill at cultivating relationships and building social networks and capital to increase the visibility of the ECHH's vital work.
- Have the organizational proficiency to engage and effectively collaborate with staff while providing necessary administrative oversight to assure accountability for the agency's work.



- The ability to lead ECHH to meet immediate service and housing needs of the homeless, while also positioning the ECHH to accomplish its longer-term objectives.

An undergraduate degree is required; a master's degree in non-profit management, social work, or a related field is preferred. Demonstrated nonprofit leadership and diversity, equity and inclusion (DEI) experience is required. The ideal candidate will have considerable knowledge of New Jersey funding resources for nonprofit organizations, and experience in homeless service provision and/or low-income housing development.

COMPENSATION

The Elizabeth Coalition to House the Homeless is prepared to offer a competitive salary and benefit package to the candidate selected to be their new Executive Director. In addition, this position offers an opportunity to join a dedicated team of professionals that is making a profound difference in the community and in the lives of the individuals and families they serve.

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

Please express your interest in this position by forwarding your cover letter and resume to Dr. Terrence F. Cahill, President, DCM Institute for Nonprofit Board and Executive Leadership at terrence@dcm-associates.com or Mr. Jay Suggs, Managing Director at jay.suggs@dcm-associates.com. Please feel free to contact Dr. Cahill or Mr. Suggs if you would like to discuss this position further or would like to recommend a candidate.



*Executive Leadership Search
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& Executive Leadership*

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