



VASHTI CENTER
for children and families

LEADERSHIP PROFILE

Executive Director

The Vashti Center

Thomasville, GA

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The Opportunity

For more than 120 years, The Vashti Center has been a trusted anchor for children, youth, and families in Southwest Georgia. What began as a mission-driven response to the needs of vulnerable young people has grown into a regional leader in behavioral health services, trauma-informed care, youth development, and community resilience building. Vashti's integrated programs reach across multiple geographies: its **residential program serves youth from all 159 Georgia counties**, its **school- and community-based mental health services cover a six-county catchment area**, and its **regional coalition work spans a nine-county area**, advancing ACEs prevention and trauma-informed systems change.

Vashti now stands at a pivotal moment in its history. Building on a legacy of service, strong community partnerships, and deep trust, the organization seeks a new **Executive Director** who will **guide Vashti into its next era**, strengthening organizational capacity, diversifying resources, and deepening its impact at the community and systems levels.

The Executive Director will be a **strategic, values-driven leader** who combines nonprofit management experience with operational excellence, strong financial stewardship, and a deep commitment to the well-being of children and families. Working in close partnership with a dedicated Board of Trustees and a committed staff, this leader will ensure Vashti continues to thrive as a **regional hub for behavioral health and resilience**, trusted by families, partners, and funders alike.

This is an extraordinary opportunity to lead a mission-rich organization at a time when **the behavioral health needs of children and families are both urgent and growing**, and when the state and region are

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Vashti is building county-level networks that strengthen the fabric of entire communities, not just individual families.

increasingly turning to proven community-based organizations to lead collaborative solutions.

The Organization

Founded in 1903, The Vashti Center is a faith-based nonprofit with a mission to **improve the lives of children, youth, and families through compassionate behavioral health services, youth development programs, and community partnerships.**

Vashti operates across three core service areas:

- **Community Programs:** Vashti provides outpatient behavioral health services to children and families throughout a six-county catchment area, offering mobile and telehealth clinical services to reduce barriers to care. **Services take place in homes, schools, and community settings**, ensuring access for families who may otherwise go unserved.
- **Residential Program:** Vashti operates a **trauma-informed group home** serving youth in the foster care and juvenile justice systems from all 159 counties in Georgia. The program offers clinical support, life skills development, educational advocacy, and enrichment activities within a therapeutic, structured environment.
- **Afterschool Clubhouse:** This no-cost, community-based therapeutic program provides a safe, nurturing space for youth to build resilience, practice social-emotional skills, and receive individualized support after school hours. Additionally, **Vashti was recently awarded the BOOST 2.0 grant to support the program's reach and impact, further positioning it as a critical resource for families in the region.**

Beyond direct services, Vashti also plays a **regional systems-change role** through its leadership of the **Resilient Communities of Southwest Georgia**, a

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coalition advancing trauma-informed care, ACEs prevention, and resilience-building strategies across a nine-county region. Through partnerships with schools, community leaders, healthcare providers, and state agencies, Vashti is building **county-level networks that strengthen the fabric of entire communities**, not just individual families.

Vashti is governed by a dedicated **Board of Trustees**, supported by an experienced leadership team, and funded through a mix of state contracts, philanthropy, and community partnerships. Its longstanding reputation for trust and quality makes it a sought-after partner in both the public and nonprofit sectors. **In recognition of its impact and leadership, Vashti was named the Nonprofit of the Year by the Thomasville-Thomas County Chamber of Commerce in 2023.**

The Mandate

The incoming Executive Director will be charged with leading Vashti through a period of **organizational strengthening and strategic evolution**, ensuring it continues to deliver high-quality services while adapting to new opportunities and challenges. Key priorities include:

- **Advancing organizational strategy and infrastructure** to support sustainable growth and effective service delivery, including investments in systems, staffing, and culture.
- **Strengthening financial health**, ensuring sound fiscal management, diversifying revenue streams, and strategically positioning Vashti to sustain and scale impact.



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Vashti Mission:

With God as our cornerstone, we foster healing, hope, and transformation to empower and promote resiliency in children, families, and communities.

Vashti Vision:

To build healthy families and create resilient communities for our future generations.

- **Deepening strategic partnerships** with state agencies, school systems, philanthropic partners, and community leaders to expand Vashti's reach and influence.
- **Building and supporting a strong leadership team** while fostering a trauma-informed, collaborative organizational culture.
- **Serving as the public face and chief ambassador of Vashti**, building visibility, stewarding donors, and articulating the organization's value in the behavioral health ecosystem.
- **Partnering with the Board of Trustees** to strengthen governance, strategic direction, and alignment between leadership and mission.

The Responsibilities

The Executive Director will oversee all aspects of Vashti's operations and mission delivery. Specific responsibilities include:

1. **Vision & Strategy**
 - Lead the implementation of Vashti's strategic plan.
 - Align programs, partnerships, and infrastructure with long-term goals.
 - Identify emerging trends and opportunities in behavioral health and youth development to position Vashti as a regional leader.
2. **Organizational Leadership**
 - Foster a healthy, trauma-informed organizational culture rooted in shared values.

- Recruit, mentor, and support a talented leadership team.
- Champion diversity, equity, and inclusion across the organization.

3. Financial Stewardship

- Ensure sound fiscal management and strategic resource allocation.
- Oversee state contracts and philanthropic partnerships.
- Identify new funding opportunities and innovative financing strategies.

4. Program & Clinical Excellence

- Ensure quality, compliance, and impact across community, residential, and afterschool programs.
- Support program leaders in using data to strengthen service delivery.

5. Partnerships & Resource Development

- Build and deepen relationships with funders, government agencies, schools, and community coalitions.
- Serve as a compelling spokesperson and advocate for Vashti's mission.

6. Governance & Board Relations

- Partner with the Board of Trustees to advance strategy and governance.
- Ensure transparent communication, strong alignment, and shared accountability.

The ideal candidate is a **seasoned, mission-driven leader** with deep experience in nonprofit management, behavioral health, child welfare, or youth development. They will bring a blend of strategic vision, operational excellence, and authentic leadership.



The Candidate

The ideal candidate is a **seasoned, mission-driven leader** with deep experience in nonprofit management, behavioral health, child welfare, or youth development. They will bring a blend of strategic vision, operational excellence, and authentic leadership. Attributes include:

- A demonstrated commitment to the mission and values of Vashti
- Strategic thinking and the ability to lead through complexity and change
- Emotional intelligence, humility, and cultural competence
- Strong financial and operational management skills
- Experience leading and developing high-performing teams
- Proven ability to cultivate partnerships and funder relationships
- Excellent communication skills and the ability to inspire internal and external stakeholders
- Prior experience in nonprofit executive leadership is strongly preferred

The Relationships

The Executive Director reports to the **Board of Trustees** and works in close partnership with the Board to advance Vashti's mission and strategic priorities. Internally, the Executive Director **leads and empowers a team of programmatic, clinical, and administrative leaders**, fostering a culture of collaboration, accountability, and trauma-informed practice. This individual will serve as a **bridge between strategic vision and day-to-day execution**, ensuring strong alignment across all areas of the organization.

Externally, the Executive Director represents Vashti as a trusted partner and advocate within a **diverse ecosystem of stakeholders**. Key relationships include:

- **State and local government agencies** – to steward contracts, shape behavioral health priorities, and advance shared goals.
- **Philanthropic partners and donors** – to sustain and grow financial support through authentic relationships and strategic engagement.
- **School systems and community partners** – to coordinate mental health services, identify emerging needs, and expand access to care.

- **Regional coalitions and advocacy networks** – to lead and participate in multi-county trauma-informed initiatives and policy conversations.
- **Families, youth, and community members served by Vashti** – to ensure programs remain responsive, equitable, and grounded in community voice.

The Executive Director will play a central role in **cultivating and sustaining these relationships**, leveraging Vashti's reputation and partnerships to advance its mission across local, regional, and statewide platforms.

The Location

The Vashti Center is headquartered in **Thomasville, Georgia**, a historic and vibrant community in the heart of Southwest Georgia. Known for its **rich civic life, thriving downtown, and strong educational and healthcare institutions**, [Thomasville](#) offers the charm of a close-knit community alongside the amenities of a dynamic regional hub.

With a tradition of **philanthropy, civic leadership, and public-private collaboration**, Thomasville is widely recognized as a model for [rural innovation and community engagement](#). Its award-winning downtown, cultural assets, and accessible pace of life make it an attractive home for professionals and families alike. Thomasville's strong network of nonprofit organizations, businesses, and civic partners creates a **uniquely supportive environment for mission-driven leaders** to make a lasting impact.

For potential consideration or to suggest a prospect, please email ed@vashti.org



The Vashti Center is an equal opportunity employer and welcomes candidates from diverse backgrounds and experiences.

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