

# Chief Executive Officer Search

## Executive Summary

CCMS Executive Search Partners • April 2026 • Confidential

The Children's Home of Easton (CHE) is conducting a national search for its next Chief Executive Officer — the first CEO transition in 40 years. This is a rare opportunity to lead a 140-year-old, COA-accredited nonprofit at a genuine strategic inflection point: inheriting deep institutional strength while shaping the organization's next chapter.

### Organization at a Glance

<b>Founded</b>	1885 — 140 years of continuous service to children and families in Easton, PA
<b>Mission</b>	Providing family solutions for adjudicated dependents who cannot remain in their homes, through compassion, respect, integrity, and perseverance
<b>Location</b>	2000 S. 25th Street, Easton, Pennsylvania (Northampton County)
<b>Services</b>	Emergency shelter • Residential campus cottages • Foster care • Transitional & independent living • Supervised visitation • Behavioral health (Firmstone Family Services)
<b>Accreditation</b>	Council on Accreditation (COA) — reaccredited 2024
<b>Memberships</b>	Pennsylvania Council of Children, Youth and Family Services (PCCYFS) • Social Current
<b>Funding</b>	~70–75% public funding (Title IV-E, IV-B, Medicaid, Act 148, county matching); ~25–30% private/philanthropic
<b>Search Firm</b>	CCMS Executive Search Partners — Joe Costa (joe@ccmspartner.com) • Jim McGuirk (jim@ccmspartners.com)

### Strategic Context & The Opportunity

CHE stands at a pivotal moment. After four decades under a single Executive Director, the organization enters this leadership transition from a position of genuine strength — a strong balance sheet, loyal and experienced staff, deep community and county relationships, and a recently reaccredited program portfolio. The next CEO inherits that foundation and carries the responsibility of building on it strategically.

Seven priorities define the agenda for the incoming CEO:

- **Service evolution** Diversifying the service portfolio beyond residential care to ensure long-term programmatic and financial sustainability.
- **Development** Strengthening independent fundraising capacity and cultivating a new generation of donors.
- **Regulatory** Navigating the regulatory transition from 3800 to 3900 Pennsylvania child welfare standards.
- **Workforce** Addressing staff recruitment, retention, and workforce well-being in a competitive labor market.
- **Brand & presence** Repositioning CHE's community identity and expanding its public presence in the Lehigh Valley.
- **Governance** Improving board engagement, governance effectiveness, and strategic follow-through.

- **Change leadership** Managing the cultural and organizational transition that follows 40 years of the same executive leadership.

## Role Overview

The CEO reports to the Board of Directors and carries full executive responsibility for CHE’s operations, programs, finances, and community engagement. Key responsibility areas include:

<b>Strategic Leadership &amp; Vision</b> Multi-year strategic plan; service diversification; sector-trend positioning; partnership evaluation	<b>Fundraising &amp; Financial Stewardship</b> Primary fundraiser; donor cultivation; budget oversight; supplemental revenue development
<b>External Relations &amp; Advocacy</b> County & state agency relationships; legislative engagement; community visibility; sector networks	<b>People &amp; Organizational Leadership</b> Organizational assessment; staff retention; trauma-informed culture; inclusive team development
<b>Board Partnership &amp; Governance</b> Strategic board engagement; governance evolution; transparent reporting; executive-board boundary clarity	<b>Program Quality &amp; Regulatory Compliance</b> COA accreditation; 3800→3900 transition; trauma-informed practice; crisis preparedness

## Qualifications

### Required:

- Bachelor’s degree required; Master’s degree (MSW, MPA, or equivalent) strongly preferred
- Substantial senior leadership experience in child welfare, residential services, behavioral health, or closely related human services
- Experience operating or overseeing 24/7 residential and/or foster care programs
- Multi-program management with layered public and private funding streams
- Board governance experience: nonprofit fiduciary responsibility and strategic planning
- Demonstrated financial management: budget preparation, fiscal oversight, revenue strategy
- Personal engagement in fundraising, donor cultivation, and/or grant development

### Strongly preferred:

- Working knowledge of Pennsylvania child welfare regulations (3800/3900) and public funding streams (Title IV-E, IV-B, Medicaid, Act 148)
- Experience with trauma-informed care practice and executive-level crisis management
- Familiarity with the Lehigh Valley community, funders, and county systems

### Candidate profiles the Board is open to:

- Experienced Deputy Director or COO ready to step into a CEO role for the first time
- Sitting CEO of a comparably sized or smaller organization seeking a more impactful platform
- Senior program or operations leader with demonstrated readiness for the top executive role

## Key Competencies

<b>Mission &amp; Values Alignment</b>	Deep personal commitment to adjudicated dependents and families in crisis; genuine belief in CHE's four pillars. Drawn to the mission, not the title.
<b>Strategic Change Leadership</b>	Thoughtful change agent following long-tenured leadership — balancing stability with transformation, earning trust before driving change.
<b>Fundraising &amp; Development</b>	Personally engaged fundraiser; builds donor relationships and diversified revenue streams. Sees development as a core CEO responsibility, not a delegated function.
<b>Financial &amp; Funding Acumen</b>	Executive-level command of complex public funding streams and budget oversight; proactively identifies sustainability risks.
<b>Trauma-Informed Practice</b>	Drives cultural and practice transformation across the organization as youth present with increasing behavioral health acuity.
<b>Program Diversification</b>	Repositions CHE beyond residential care — developing community-based services, transition programs, and supplemental revenue models.
<b>Crisis Management</b>	Proven ability to manage high-risk incidents in residential and foster care settings — regulatory, reputational, and legislative dimensions.
<b>Community &amp; Advocacy</b>	Skilled relationship-builder with county agencies, elected officials, funders, and community partners. Effective public speaker and advocate.
<b>Board Partnership</b>	Builds shared strategic vision with the Board; improves governance effectiveness without ceding executive authority.
<b>Culturally Responsive</b>	Personal credibility in building diverse, culturally responsive organizations; helps close the gap between CHE's leadership and the community it serves.

## Leadership Character

Beyond credentials and competencies, the Board is looking for a leader who brings specific personal dispositions to this moment in CHE's history:

•	<b>Straightforward and honest:</b> Delivers difficult messages without hedging; has hard conversations while maintaining mutual respect.
•	<b>Vulnerable and self-aware:</b> Willing to say “I don't know” and build from there; proactively builds a strong senior team.
•	<b>Genuinely mission-connected:</b> Drawn to the work, not the title; keeps the core mission visible in every decision.
•	<b>Adaptable and culturally sensitive:</b> Reads CHE's culture carefully; earns trust before driving change.
•	<b>Entrepreneurial sustainability-thinker:</b> Willing to ask hard questions about CHE's long-term viability and act on the answers.
•	<b>Politically literate:</b> Navigates government relationships and advocates effectively for CHE and the child welfare field.
•	<b>Visible community presence:</b> Builds CHE's profile through authentic relationships, not just formal networking.

## What the Incoming CEO Inherits

The next CEO joins an organization with genuine and significant assets:

- 140-year history of service with extraordinary community recognition and loyalty in the Lehigh Valley
- Strong balance sheet and financial stability
- Highly engaged donor base and alumni association providing financial and emotional support
- Deep-rooted relationships with county, state, and community partners
- Committed, experienced senior leadership team invested in the mission
- Recent COA reaccreditation (2024) and an active strategic planning process underway
- Competitive executive compensation package including housing, vehicle, and benefits
- Thriving location: the Lehigh Valley is a desirable, growing region with strong quality of life

## Compensation & How to Apply

Compensation: Competitive and commensurate with experience. The package includes base salary, housing provisions, vehicle, and full benefits. Details provided to qualified candidates upon request.

To apply or nominate: Contact CCMS Executive Search Partners directly and in confidence.

Joe Costa | [joe@ccmspartner.com](mailto:joe@ccmspartner.com)  
Jim McGuirk | [jim@ccmspartners.com](mailto:jim@ccmspartners.com)

The Children's Home of Easton is an equal opportunity employer committed to building a diverse leadership team that reflects the communities it serves.

"Together, we can continue to build on The Children's Home of Easton's 140-year legacy of excellence in child and family services — giving hope, changing lives, and creating family solutions for those who need it most."