



From Homeless to Home

CHIEF EXECUTIVE OFFICER

MISSION

Inspirica strives to end homelessness and housing insecurity by helping individuals and families achieve independence through support services and affordable housing. Inspirica's values are respect, integrity, teamwork, innovation.

VISION

A community where everyone has a stable, affordable home, and hope for a bright future.

THE WORK

Inspirica has a rich history in the community dating back over 140 years. As one of the largest providers of services to the homeless in Connecticut and the largest in Lower Fairfield County, Inspirica serves women and families who are homeless or at risk of becoming homeless, individuals with mental illness, and persons living with HIV/AIDS.

The agency operates 12 facilities in Lower Fairfield County, including its homeless shelter and deeply affordable housing, and provides a broad array of support services. Inspirica provides housing for approximately 475 people each night and serves over 800 people each year. Inspirica achieves its success by providing a full spectrum of housing and support services, including:

- Emergency housing, deeply affordable housing, rapid rehousing, and permanent affordable housing.
- Career vocational services, which includes job readiness workshops, education employment and financial empowerment programs, and vocational certifications and trainings.
- Case management with access to other services including medical, dental, and mental healthcare.



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- Early childhood and parenting program for parents and their children zero to five years of age. Children services including afterschool support and activities for children five through 18 years of age.

While all of the wraparound services are a valuable addition to the success of the program, Inspirica recognizes that permanent supportive housing is a proven solution to homelessness for the most vulnerable, chronically homeless clients and plans to pursue opportunities to build/acquire more of this housing.

Inspirica has 100 staff, revenues of \$7 million, and assets of approximately \$30 million.

THE LEADER

Inspirica is seeking an energetic and passionate leader with a strong operational and fundraising background and a track record of building collaborative high-functioning organizations. The CEO will join an organization with an impeccable reputation and an extraordinary record of achievement. They will raise Inspirica's visibility and advocate to improve conditions for families who are homeless or at risk of homelessness. The next leader will provide a vision of not only what Inspirica can do today, but also what it can become.

The ideal CEO has the following key attributes:

- Passionate about Inspirica's mission and can develop and authentically promote a compelling vision that increases financial and community support.
- Confident and self-assured leader who is also able to build support and consensus by listening well and clearly explaining objectives.
- Ability to galvanize staff to work together towards Inspirica's goals and get the best out of each employee.
- Creative and transparent problem solver.
- Positive and energetic leader who thoughtfully addresses both opportunities and challenges.

KEY PRIORITIES AND RESPONSIBILITIES

LEADERSHIP AND STRATEGIC VISION

- Lead with an inspirational strategic vision, while keeping a finger on the pulse internally of day-to-day operations, services, and activities.



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- Lead a highly motivated, competent, and committed team with a common vision and sense of purpose. Inspire the Board, staff, and external stakeholders to support and advance the organization's mission.
- Increase Inspirica's visibility as a city and state partner, thought leader, and one of the important go-to resources on housing for the homeless. Stay ahead of the curve in anticipation of significant developments and trends in the field.
- Support, manage, and execute the strategic plan developed by the Board and staff.

REVENUE GENERATION

Philanthropic and Institutional Fundraising

- Build and oversee a development team. Personally identify, cultivate, and solicit new donors, including through special events and individual giving campaigns.
- Maintain active partnerships with all private funders, and work with the Board to identify and cultivate donors.

Government Funding

- Manage the funding processes with the city and other government entities, along with the CFO and members of the Board as needed.
- Ensure that Inspirica is in compliance with relevant local, state, and federal laws, regulations, and standard accounting procedures.

Earned Income

- Evaluate and strengthen the existing revenue-generating model (e.g., rental income) and explore new models.

WORK CULTURE

- Create a workplace culture that is mission driven, collegial, collaborative, transparent and respectful. Ensure interdepartmental collaboration and an environment that encourages professional development.
- Promote a client-focused culture that embraces equity, inclusion, and diversity at its core and where committed and skilled staff live the Inspirica mission and values each and every day.

BRAND MARKETING, RELATIONSHIP BUILDING, AND ADVOCACY

- Revisit Inspirica's brand strategy to ensure its positioning, key messages, and marketing materials are compelling and relevant to Inspirica's various stakeholders' groups.
- Develop an annual marketing plan with specific qualitative and quantitative goals and metrics, including broadening community awareness and outreach to build stronger commitment, participation, and financial support.



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- Engage city and state stakeholders around Inspirica’s activities.
- As Inspirica’s principal spokesperson, build relationships with other nonprofit organizations, the real estate community, the City Council, other city, state, and federal decision makers, and the media.
- Strengthen the organization’s capacity to spread best practices and influence public policy aimed at solutions.
- Promote Inspirica’s solutions and approaches by collaborating with other nonprofit organizations, government agencies, and private developers to publicize relevant problems, service gaps, and solutions.

PROGRAMMING

- Encourage staff to develop innovative models and programs that respond to client needs.
- Promote the use of data and feedback to inform and shape programs and encourage independent evaluation to strengthen programs. Data and metrics are essential to demonstrating program excellence and increasingly will be a foundational part of all future work.

REAL ESTATE MANAGEMENT

- Identify new opportunities, partners, and funding sources for housing development.
- Attract, review, and approve acquisition offers or joint venture partnerships.
- Review and approve financing structures for projects, as well as contracts with development team partners.
- Ensure that Inspirica-owned buildings are well maintained, operate efficiently, and achieve maximum safety, security, and occupancy without risk to the organization.

FINANCIAL MANAGEMENT

- Supervise the development of Inspirica’s budgets, ensuring that sound financial controls are in place and that funds are spent wisely.
- Work with senior staff, the finance committee, and the Board to prepare an annual budget and ensure that the organization operates within budget guidelines.
- Understand the complex finances of the organization, including the partnerships and real estate projects funded in part through federal low-income housing tax credits.

TECHNOLOGY

- Inspirica will continue to leverage technology to strengthen internal procedures and client outcomes.



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- Ensure that the organization has the appropriate technology to carry out day-to-day operations, as well as to collect the data required to report to government agencies and funders in order to evaluate the programs' compliance with contractual and statutory requirements.

BOARD RELATIONS

- Establish a strong working partnership with the Board of Directors, eliciting their best ideas and efforts in support of Inspirica's programs and fundraising activities.
- Continue to strengthen the Board through the effective recruitment of diverse candidates, orientation of new members, and the training and evaluation of existing members.
- Inform the Board regularly about the health of the organization, including its financial position, housing development pipeline, and program activities and outcomes.

IDEAL EXPERIENCE AND QUALIFICATIONS

The ideal candidate will have:

- Unwavering commitment to Inspirica's mission and a deep empathy with its clients.
- At least 10 years of proven managerial experience and commensurate fiscal responsibilities in a complex and growing organization. Multisector experience is welcomed.
- Knowledge of affordable and/or supportive housing, including funding sources such as low-income housing tax credits, and the ability to understand complex financials required.
- Demonstrated ability to balance long-term strategic vision with daily operational issues. A collaborative manager with the ability to attract and nurture high-performing talent.
- Proven track record of success in fundraising and business development. Ability to generate significant funding from government, corporations, foundations, and individuals. A gifted and talented fundraiser who unequivocally enjoys and relishes the opportunity to secure resources from private and public funders.
- Demonstrated ability to capitalize on public-relations opportunities as they arise to build the visibility of the organization and its mission.
- Demonstrable success as a social entrepreneur able to advance the interests of the organization and a steward of responsible growth in scaling an organization.
- Experience working effectively with a board of directors.
- Experience working successfully with leaders in city and state agencies that provide funding for affordable and supportive housing.



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- Ability to promote and sustain a positive work culture among a diverse staff, to encourage teamwork and collaboration, to manage conflict, and to inspire and motivate. A consensus builder with an inclusive style.
- Excellent written and oral communication skills. An inspiring public speaker able to speak about the organization's work with passion and conviction and enhance visibility. Adept at addressing a variety of diverse audiences. Experience with public forums working with press, providing public testimony, and representing an organization in public forums.
- The community-organizing skills to inspire effective movement building.
- Experience developing, operating, and evaluating programs. Commitment to using best practices and data feedback to shape innovative program models.
- A self-reflective nature with the ability to listen effectively.

COMPENSATION

Annual compensation is \$220,000 to \$260,000.

Given the nature of the organization, this is an in-person executive role.

For more information about Inspirica and its programs, please visit <https://www.inspircact.org>. Inspirica is an equal opportunity employer and considers all applications without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

Applications, including cover letters and resumes, and nominations should be sent to the attention of Susan Gluck Pappajohn and Addie Jones at Inspirica@PhillipsOppenheim.com.

