



THE CENTER FOR  
YOUTH & FAMILY  
SOLUTIONS  
cyfsolutions.org

## POSITION PROFILE

# Chief Executive Officer

The Center for Youth and Family Solutions

Peoria, IL HQ with locations throughout Central Illinois



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# ABOUT THE CENTER FOR YOUTH AND FAMILY SOLUTIONS

The Center for Youth and Family Solutions (CYFS) is a not-for-profit human service agency. The agency provides strength-based, family-centered, inclusive, trauma-responsive services to youth and families throughout Central Illinois and Eastern Iowa (referred to as Central Illinois within this document).

CYFS has an annual operating budget of \$43 million, primarily funded by state contracts with the Illinois Department of Children and Family Services, and the Illinois Department of Human Services. They also receive support from over 20 local community United Ways, various foundations, and donors as well as fees from Medicaid, insurance, and clients.

The agency's leaders and staff are guided each day by the CYFS Mission:

*The Center for Youth and Family Solutions engages and serves children and families in need with dignity, compassion, and respect by building upon individual and community strengths to resolve life challenges together.*





# PROGRAMS & SERVICES SOLUTIONS

CYFS offers critical counseling, casework, and support services to help people cope with trauma, grief, loss, abuse, neglect, and other significant family life challenges. The agency provides:

- Child abuse and neglect prevention services for families
- Family-centered foster care services
- Adoption services
- Crisis response for runaways and their families
- Delinquency prevention services for at-risk youth
- Residential treatment for traumatized boys
- Professional behavioral health counseling for children, adults, couples, and families
- In-home counseling and support for seniors to remain in their own homes
- Mental health crisis response for youth
- Community advocacy programs



CYFS honors all clients by recognizing the importance of family, respecting individual uniqueness, acknowledging historical trauma, and building on existing strengths. The four pillars of this approach – incorporating family systems, inclusivity, trauma-responsive and strengths-based perspectives – align with the agency’s mission and values. They define how CYFS assists individuals and families, determines its scope of services, and informs its participation in community.



In every interaction, CYFS focuses on instilling hope and activating the innate strengths of all people with whom they work. They treat everyone with dignity, compassion, inclusion, and respect – demonstrating that with the right support and resources, all people can achieve solutions to the challenges in their lives.

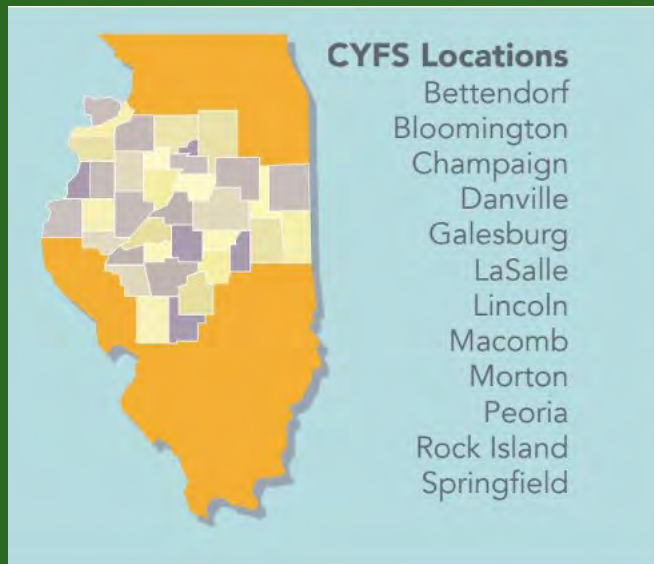
# KEY FACTS

**Operating budget: \$43M**

**Staff: 450**

**Youth, adults and families served: 20,000 annually**

## Locations:



Headquartered in Peoria, and with locations across Central Illinois, CYFS has 12<sup>1</sup> offices serving 37 counties in the state of Illinois and one in Bettendorf, IA.

The CEO will oversee operations in all locations, combining remote and in-office work in order to be accessible and respond to agency needs. Typically, the CEO spends two days weekly in the Peoria office and travels to other CYFS offices and various meetings across Illinois 1-2 times per month.

**For more information please visit [The Center for Youth and Family Solutions website](#).**

<sup>1</sup> Bloomington has two offices.



# THE OPPORTUNITY

CYFS seeks a CEO to lead the organization to achieve even greater levels of influence and impact. This new leader will continue to cultivate a healthy organization with talented staff, strong partnerships throughout Illinois, and an excellent reputation in the field.

CYFS desires a mission-driven, genuine, accessible leader who inspires, sustains, and advances the organization as a change agent for the wellbeing of families and communities. Inspired by a genuine passion for serving children and families, the CEO will provide leadership and oversight to achieve the Mission, Vision, and Strategic Plan Objectives in collaboration with the Governing Board, Leadership Team, Staff, and Community Stakeholders.

The CEO reports to the Board of Directors and has overall responsibility to collaborate with them and the CYFS Leadership team to ensure best social work practices, sound management of fiscal resources, and inclusive Human Resources policies that provide for workforce development and contribute to a supportive workplace culture. The CEO will ensure compliance with effective risk management practices and lead agency communication and advancement initiatives that sustain CYFS agency services, mission, and culture.



# KEY RESPONSIBILITIES

The CEO will provide strategic leadership in maintaining CYFS program and service excellence, ensuring that the organization adapts and innovates to best meet child, family, and community needs. They will protect the agency mission, manage operations, ensure financial viability, and enhance workplace culture, values, and talent. The CEO will:

- Embody a clear, inspiring vision of achieving the CYFS mission and translate strategies into effectively executed plans. This includes driving an innovative strategic plan that envisions expanded impact, new initiatives, and an even stronger infrastructure.
- Champion a spirit of collaboration and open communication across all organizational departments and operations to advance organizational goals and engender trust among the staff.
- Cultivate relationships with and actively engage the organization's external stakeholders to garner new opportunities for generating revenue and community partnerships.
- Manage finances to sustain, improve, and expand existing programming and enrollment.
- Ensure program effectiveness through quantitative and qualitative evaluations that track service outcomes.
- Provide transparent and decisive leadership, making decisions on a factual/analytical basis in fair consideration of other views.
- Collaborate with the Board of Directors to ensure mission achievement, fiscal viability, legal and ethical practices, and a strategic vision.





# CANDIDATE PROFILE

## The ideal candidate will have the following background:

- A master's degree in social work, human service administration, or related field;
- A track record of sound financial planning, oversight, and accountability in an organization of comparable size and complexity;
- Direct experience in working closely with a Board of Directors, encouraging, and supporting their commitment and engagement;
- Record of success in creating and implementing a strategic plan;
- Ability to implement best management practices, ensuring that overall day-to-day operations are aligned with strategic goals;
- Demonstrated drive and passion to be a leader in child and family services;
- A collegial management approach that is growth- and goal-oriented, rooted in accountability, teamwork, and productivity.





In addition, to the experiences listed above, the ideal candidate will have the following professional and personal qualities, skills, and characteristics:

### **A STRATEGIC AND VISIONARY LEADER**

The CEO will have the ability to set priorities decisively, delegate responsibilities, ensure accountability, and allocate resources to deliver results. An intelligent self-starter and finisher, the CEO will be resourceful and entrepreneurial, yet team oriented. The CEO will be a proven and respected nonprofit executive or someone with equivalent government experience whose skills will inspire continued success. The CEO will embody CYFS's strong commitment to children and families and will promote the organization, accelerating its impact, and brand recognition.

### **A PROVEN AMBASSADOR & ADVOCATE**

The CEO will be able to engage the diverse community stakeholders and supporters CYFS serves. They will be inspirational and charismatic while serving as the chief ambassador and advocate to enhance the wellbeing of individuals and communities. They will be able to effectively articulate and convey CYFS's mission and priorities to a range of constituents including clients, staff, the Board of Directors, community leaders, partners, and donors as well as state agencies and legislators.

The CEO will advocate passionately, persistently, and respectfully for CFYS clients and employees in relevant legislative policy and social justice issues that affect the most vulnerable among us. With an appetite for establishing connections within the communities CYFS serves, the CEO will demonstrate leadership in the delivery of services to children and families.



## **CHILD AND FAMILY SERVICES EXPERTISE**

The CEO will have significant executive level experience with a child welfare, youth and family service, and/or behavioral health organization with responsibility over major state and private funded programming, and the related practice, workforce, fiduciary, and risk management issues.

In addition, they will have significant supervisory and direct human service experience with families giving them high credibility as an effective practitioner. They will be able to implement a strengths-based, trauma-responsive, inclusive, and systemic perspective in their daily leadership and supervision activities.



## **BUSINESS & FINANCIAL ACUMEN**

The CEO will be able to lead and support a team of talented Department and Program administrators in a manner that promotes a shared vision and achieves strategic plan objectives. A tactical executor, the CEO will have a strong data and analysis orientation and a proven ability to use metrics to drive decisions. In addition, the CEO will be attentive to the legal and safety risks inherent in providing child and family services and will be mindful of mitigating those risks for the organization and staff. The CEO will have an abiding commitment to a team environment centered on accountability. This leader will understand and implement best nonprofit management practices and planning, ensuring that overall day-to-day operations are aligned with strategic goals. The CEO will have a demonstrated understanding of how to run a financially sound organization. They will work transparently and collaboratively with the CYFS Governing Board and Finance Committee to maintain the agency's viability and the best interests of the people they serve.



## **BUILDING RELATIONSHIPS AND EARNING TRUST**

Dedicated and accessible, the CEO will be able to build and sustain productive relationships with senior management and staff at all levels of the agency, the Board of Directors, and a range of partner agencies and other institutions, thereby fostering an atmosphere of collaboration and partnership across the organization. The CEO will be a dynamic and credible leader, within the agency and throughout the community. The CEO will be proactive, transparent, and persuasive, someone who can deal effectively with people who differ in philosophy, background, and culture. An engaging and supportive executive, this person will have a track record of sustaining a positive work culture and inspiring others to achieve impact through creativity, teamwork, and by leveraging individual strengths to meet organizational goals. The CEO will interact with all constituents with dignity, respect, and inclusiveness.

## **A PASSION FOR THE MISSION**

As a leader, the CEO will bring a passion for serving children and families coupled with deep experience driving sustainable success. They will be mission-centered and guided in their interactions and decisions by the best interests of the people the agency serves and the wellbeing of all. The successful candidate will be dynamic, inspirational, energetic, and credible, with the presence and gravitas to capture the interest of key stakeholders and advance the organization's mission. The CEO will be an individual of impeccable integrity, ethics, and values who can be trusted implicitly.



# DEI STATEMENT

The Center for Youth and Family Solutions is committed to nurturing and preserving a culture of inclusion and connectedness. CYFS embraces and respects individual differences and unique life experiences, including but not limited to age, race, sex, culture, ethnicity, citizenship status, religion, ability, economic level, sexual orientation, gender identity, and gender expression. All at CYFS are encouraged to lend their voice, commitment, and intentional focus to ensure that CYFS provides an environment of equity and inclusion and CFYS is committed to listening, admitting shortcomings, learning and celebrating successes together.

The vision at The Center for Youth and Family Solutions (CYFS), includes being an organization which recognizes and appreciates the importance of providing a welcoming environment that encourages and accepts a free exchange of ideas and perspectives, where everyone has a chance to succeed and positively impact one another. These values are visible in interactions both with each other and with those served.





# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The expected salary for this role is \$185,000 - \$225,000. In addition to the salary, the CEO will have a company car. As a CYFS employee, the CEO will be eligible for health, dental, and 401K benefits including a 4% company match.



# CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Robin Goolsbee, Marissa Delgado, and Bryn Siberski are leading this search. Express interest in the role by [filling out our Talent Profile](#). To make recommendations or submit an inquiry, please email [cyfsceo@koyapartners.com](mailto:cyfsceo@koyapartners.com).

All nominations, inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing an accessible search process for all, including individuals living with disabilities. If you need assistance expressing interest online or any aspect of the recruitment process, please email [cyfsceo@koyapartners.com](mailto:cyfsceo@koyapartners.com).

## About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Learn more about how we can help you with your search on the [Koya Partners website](#).