



Position Announcement
President & Chief Executive Officer

ABOUT THE ORGANIZATION

[Child & Family Service \(CFS\)](#) of Hawaii is a prominent nonprofit organization committed to the betterment of individuals, families, and communities across the Hawaiian Islands. With an operating budget of over \$35 million, it is one of the state's most financially stable nonprofit organizations. CFS has continually evolved to address the diverse needs of Hawaii's population through a comprehensive approach that encompasses a wide array of services, from counseling and mental health support to child welfare, domestic violence intervention, and elder care. The organization extends its reach through five core service areas: Caring for Keiki, Healing from Trauma, Empowering Youth, Honoring Kupuna, and Social Enterprises. Under the guiding values of Humility, Ownership, Perseverance, and Engagement (HOPE), CFS has earned a position as a trusted and respected partner in community development. The preceding CEO left a legacy of effective and compassionate leadership, and a strong, accountable relationship with a board known for its outstanding governance and strategic outlook.

THE OPPORTUNITY

The role of the President and Chief Executive Officer (CEO) at CFS requires a mission-driven leader looking for community impact and continued financial stability. As leader of the Executive Leadership Team, the CEO will oversee all program and support functions, including Behavioral Health Services, Adult and Family Services, Early Childhood & Children's Services, Human Resources, Fiscal, Information Technology, Support Services, and Facilities/Properties. The CEO will also be responsible for steering the organization's strategic planning process, maintaining its culture, and high standards of service quality.

With the organization's considerable influence in the community, the CEO has a unique platform for making meaningful systemic changes. The financial strength of CFS is a cornerstone for its future initiatives, and the organization owns its properties outright and carries no debt. This robust financial position is also supported by the innovative "Stronger Families Fund," a large, multi-year gift solicitation strategy. As a data-driven force multiplier, CFS not only impacts community wellbeing, but also provides invaluable data for foundations and funders, thereby broadening the range of opportunities available for the incoming CEO.

CHALLENGES

Despite its numerous strengths, CFS faces several challenges that the new CEO will need to address. These include long-term considerations due to outdated state contract rates, the recent devastating wildfires in Maui, which have increased community needs, and the ongoing

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challenge of acquiring and retaining talent. An experienced non-profit servant leader who can strike a balance between analytical acumen and emotional intelligence will be able to face these challenges and build upon the successful legacy of CFS.

POSITION

The CEO should be a servant leader who can strike a balance between analytical acumen and emotional intelligence. Understanding partnerships at various levels—Federal, State, County, and with other nonprofit organizations—is crucial. This role will require not only maintaining a strong, accountable relationship with the board but also managing a diverse team and complex challenges.

HOW TO APPLY

Please submit the following, addressed to Child & Family Service Hawaii Search Committee, c/o Inkinen Executive Search, via email to executives@inkinen.com by October 13, 2023:

- Cover Letter - expressing the reason for your interest in Child & Family Service Hawaii, and how your skills and experiences match the CEO role.
- Resume