KinderMourn

The Organization

KinderMourn provides hope for bereaved parents, and grieving children and teens by offering support and counseling programs, creating awareness of bereavement issues, and empowering the community to effectively assist those who have suffered an unthinkable loss.

In 1978, the agency began with two volunteers in donated rooms at Dilworth United Methodist Church. Today, as KinderMourn celebrates its 42nd year, the agency now has a professional staff, a 20-member Board of Directors, and hundreds of volunteers serving its mission and continuing to provide a unique program offering empathy, understanding, and hope.

The Opportunity

KinderMourn's current Executive Director is retiring at the end of 2022, and the Board of Directors is seeking to hire the organization's next leader. With a strong foundation of financial and community support and a caring team of counselors, KinderMourn is well-positioned to move forward with a leader who brings compassion and nonprofit management experience to the organization while growing the capacity for meeting the increasing need for grief services in the Charlotte region. Bringing this vital service to our children and families builds hope for them and our community.

Essential Responsibilities

Leadership and Management
KinderMourn is special because of its people. The Executive Director is responsible for hiring, developing, supporting, and retaining a team of compassionate grief counselors to serve the children and parents who come to KinderMourn at a time of intense need.

- Ensure the organization's culture reflects its values—one where the team is listened to, heard, supported, and respected
- Manage a multi-generational team of mission-driven employees, supporting their professional growth, self-care, and development
- Work closely with Clinical Director on counselor workflow, recruiting, and caseload distribution

External Relations and Fundraising
The Executive Director serves as the "face" of KinderMourn, telling the story, developing partnerships, and raising funds to support the work of the organization.

- Lead the fundraising strategy and implementation, playing a key role in developing and maintaining relationships with major donors, both existing and new
- Position the organization as an expert in grief and tell the story of the need for and benefits of KinderMourn's work to support parents, children, and teens
- Maintain, strengthen, and build partnerships with community partners working in grief

Strategic Leadership
Along with the Board, the Executive Director will evaluate and lead the implementation of the current strategic plan.

- Lead and drive implementation of existing strategic plan, communicating progress to Board of Directors and staff

KinderMourn

- Support the Board of Directors in its work to set strategic direction of the organization, fundraise to advance the organization's mission, and develop a Board that is well-positioned to support the organization's needs
- Work with the Board to create a strategic fund development plan and drive implementation as needed

Operations Management
The Executive Director will guide the day-to-day operations of KinderMourn.

- Develop an understanding of KinderMourn's services and make recommendations for systems and processes that allow the organization to best serve parents, children, and teens while supporting the self-care of KinderMourn counselors
- Develop and implement a financial model that supports sustainability and future growth of the organization
- Create the organization's annual budget, secure Board approval, and monitor budget

Essential Requirements

- Eight or more years of nonprofit management experience; experience leading effectively in the social services context preferred
- Excellent communication skills, with a demonstrated ability to communicate and connect with a range of audiences, particularly about bereavement and grief
- Demonstrated experience cultivating donor relationships in the nonprofit sector
- Solid budget management skills, including oversight of budget preparation, analysis, decision-making, and reporting
- Strong organizational abilities including planning, delegating, and team development
- Bachelor's degree required; Master's degree preferred

SALARY

Hiring range $125,000 – $150,000

TO APPLY

We are committed to cultivating a workplace in which diverse perspectives and experiences are welcomed and respected. We are proud to be an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, creed, ancestry, national origin, sex, age, disability, marital or veteran status, sexual orientation, gender identity or expression, political ideology, or membership in any legally protected class. We strongly encourage individuals with diverse backgrounds to apply.

Please submit a cover letter and resume to patti@elinvar.com

Applications will be considered as they are received and accepted until the position is filled. You are encouraged to apply promptly.