Shore Services, a leading organization dedicated to improving the quality of life for persons with intellectual and other developmental disabilities, is seeking a talented and committed individual to succeed our Chief Executive Officer (CEO) who is retiring.

Shore has played a special role in the community for 73 years. We are a home, a community, a vocational program and more. We have a committed group of staff with a low turnover rate, who support our clients and their families with compassionate, quality care. The staff are led by a committed Board of Directors who are passionate about our mission and vision.

We provide a comprehensive array of services including small, scattered, integrated living arrangements, a vocational center, community day services, clinical services, and home based support and service facilitation. Individuals throughout the North Shore and Chicagoland area receive services.

Shore has built a solid reputation as a CARF accredited human services organization and is proud to serve individuals with a vast range of developmental disabilities including medically fragile individuals that many other local programs cannot support. We accept individuals regardless of their level of disability.

The Board of Directors is excited to offer this opportunity to join our organization at an important moment in our journey, as we look to further expand and deepen the reach of Shore and its services in the communities we serve. We will look to our new CEO to advocate for Shore, advance our mission, inspire our staff and strategically lead our plans for effectiveness, sustainability and growth.
Mission:
To improve the quality of life for persons with intellectual and other developmental disabilities through educational, residential, vocational and related programs provided with community-integrated supports and services.

Vision:
Our vision is a world where people with developmental disabilities individuals have independent, fulfilling lives that enrich the communities where they reside and work.
Values

- To inspire people of every ability to live their best life at home, at work, at play.

- To encourage, support and inspire individuals with disabilities to achieve their goals and live as valued members of the community.

- To encourage and inspire individuals at every level of developmental, intellectual and physical ability to embrace their challenges, empower their gifts and enrich their communities through benchmark programs and services.

- To support independence, aspirations and goals so that no disability keeps anyone from living a fulfilling and meaningful life.
PROGRAMS

We provide a variety of programs for children and adults with intellectual and developmental disabilities.

Twenty-four hour supervised support and training is available for individuals with many needs, as well as less intensive and infrequent guidance for those able to live and work more independently in the community.

Our programs are tailored around providing a comprehensive individualized plan to those who come to us for support. Families, friends and other organizations are always welcome at Shore.

Shore offers education/training, residential, vocational, and other supportive services. We help our participants meet the challenges of living and working in the community by assisting them to reach toward their highest potential and level of independence. Our programs focus on daily living, mobility, cognition, communication, socialization, fine and gross motor development, and pre-vocational training.
Our focus for 2024 and beyond

Revenue focus areas
Approximately 90% of our $6+ million budget comes from state and federal funding sources and 10% through private fundraising. Shore’s near term goals are to decrease its reliance on government funding and increasing its private fundraising. This can happen through improved marketing and community engagement, greater media presence, and attention to building the endowment.

Program focus areas include:
- Enhancing Programs and Services for Younger Clients
- Expanding Community Integration and Individual Choice into Day Programs
- Increasing Home-based Care
- Building Staff Capacity
POSITION SUMMARY
SHORE COMMUNITY SERVICES
SKOKIE, ILLINOIS

Reporting Relationship

Reports to Board of Directors

Direct reports include:
- Executive Assistant to the CEO
- Chief Philanthropy Officer
- Chief Compliance Officer
- Chief Financial Officer
- Chief Vocational Services Officer
- Chief Program Officer

Responsibilities

Leadership

- Sustaining open communication with the Board of Directors; providing advice on the most preferred resolutions and strategies to meet the Board’s goal and objectives.
- Working with the Board of Directors on governance, policy-setting, and implementing key strategic initiatives.
- Managing a team of high-performing mission-driven leaders who inspire their direct reports and cultivating leadership capabilities throughout the organization.
- Leading and fostering a collaborative work environment among staff and volunteers emphasizing teamwork, personal growth, self-confidence and standards of excellence.

Fundraising

- Creating a comprehensive plan to strengthen the major gifts program.
- Directing and supporting strategic fundraising efforts and marketing efforts related to all gift campaigns and development programs.
- Collaborating with the Board of Directors to support cultivation of their relationships to stakeholders.
Responsibilities

Finance
- Working with the Chief Officers and Board of Directors to establish and oversee policies, programs and budgets.
- Working with the Chief Financial Officer and Chief Philanthropy Officer to manage the financial health of the organization and ensure the development and implementation of sustainable business models for present and future mission-focused programs.
- Supervising all fiscal operations and approving all capital purchases.
- Monitoring all expenditures and adherence to the budget.
- Analyzing the current earned revenue generating activities and determining ways to increase their revenue.

Community Engagement
- Serving as the primary external face of Shore by actively representing the organization to the public and fostering relationships with various groups of stakeholders.
- Developing and growing strategic partnerships to support Shore’s mission and revenue generating activities.
- Directing and implementing public relations activities, as needed.
- Building and maintaining the Shore brand among its various constituencies.
Ideal Candidates Attributes:

- A strong leader able to provide overall direction and management for program implementation including staffing, operations, and board leadership
- Possesses qualities that both inspire and motivate staff and stakeholders
- Has a passion for the mission of Shore that includes creating the best possible services, supports, and opportunities for individuals with intellectual and developmental disabilities.
- Is an innovative thinker consistently exploring ways to further enhance the organization’s relevance and sustainability through emerging technology and knowledge of best practices in the DD community.
- Will participate in the local communities supported by Shore, and be available to meet with stakeholders and other individuals.

Position Requirements

- Master’s degree from a four-year college or university
- Ten years of relevant nonprofit experience and/or training, preferably at a social service organization. Five years of leadership experience at the senior level required.
- Experience working with and staffing a Board of Directors of a nonprofit organization.
- Eight years+ fundraising experience, including at least five years of experience with major gifts fundraising. Experience leading a capital campaign preferred.
- General knowledge of basic accounting, budgeting, and other financial considerations.
- Previous experience with complex organizations offering multiple programs.
- Strong communication skills in both writing and public speaking.
TO APPLY

Email cover letter, salary expectations and resume to:

David Schreier
President
David Schreier
Associates
LLC

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No phone calls please.