



Executive Director · Connections for Abused Women and their Children

Position Guide · April 2024

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Executive Director
Connections for Abused Women and their Children

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OVERVIEW

Position Executive Director

Reports to Board of Directors

Location Chicago, Illinois



CAWC is proud to have received a
\$1 Million gift from MacKenzie Scott's
Yield Giving Open Call!

MISSION

Connections for Abused Women and their Children (CAWC) is committed to ending domestic violence. Using a self-help, empowerment approach, we provide a shelter for adults and children, counseling, advocacy, and a 24-hour hotline for people affected by domestic violence. We work for social change through education, service collaboration, and institutional advocacy.

PHILOSOPHY

CAWC believes that all people have a right to violence-free lives. We believe that abusive acts are acts of power and control that the victim does not provoke, enjoy, or deserve. We believe in holding perpetrators of abuse accountable for their actions. We believe that all people have the right to be treated with dignity and respect. We believe that victims of abuse can regain control of their lives through appropriate support services, information, and referral to community services.

CAWC is committed to ending domestic violence.

Connections for Abused Women and their Children (CAWC) is a 501(c)3 designated nonprofit organization, staffed by a team of multicultural, multilingual professionals, volunteers, student interns and governed by a volunteer member Board of Directors who represent a variety of business and community interests. CAWC enjoys a broad base of support from government, corporations, foundations, and individual contributors as well as special event revenues.

As the longest-serving domestic violence agency in Chicago, CAWC has a respected and vibrant history of person-centered, responsive, transparent, and innovative services and advocacy for abused adults and their children. Over the years, CAWC has evolved in response to changing needs, focusing on client-based services that are both trauma-informed and trauma-sensitive. Examples of the organization's responsiveness include acceptance of survivors' teenaged sons (who historically were not allowed entry into traditional shelter programs); planned inclusion of pets; provision of privacy for trans individuals; working with the Domestic Violence Division of the Cook County Circuit Court to help those seeking protective orders to access the Court outside of traditional business hours; and use of hoteling to expand the availability of shelter services during Covid. CAWC is known throughout Chicago for its emphasis on multicultural, multilingual services as well as for providing immediate referrals to critical supportive services – all the while respecting the survivor's wishes and decisions.

CAWC continues to be a recognized leader in the domestic violence field, active in coalitions and advocacy groups in the City and the State. Connections for Abused Women and their Children is a member of the Illinois Coalition Against Domestic Violence and The Network, a group of 40+ member organizations located in metropolitan Chicago.

25,427

Hours of comprehensive domestic violence services provided in 2022

20,523

Nights of Shelter at Greenhouse Shelter and the Emergency Hotel Shelter Program in 2022

3,500

Domestic violence hotline calls answered in 2022

154

Survivors received legal advocacy in 2022

DOMESTIC VIOLENCE PROGRAMS

With a multilingual shelter, education and outreach programs, and hospital services across Chicago, CAWC provides immediate safety and long-term services for domestic violence survivors and their children.

The **Humboldt Park Outreach Program (HPOP)** focuses its bilingual services on adults and children living in the community to increase their safety, self-esteem, and better understand the resources available to assist them.

HPOP provides a full range of bilingual and bicultural (Spanish/English) core domestic violence services on a walk-in or appointment basis.

HPOP is a community-based counseling outreach program for those victims of domestic violence who either have left shelter and begun independent living or have not yet made the decision to leave their abuser.

Learn more about HPOP [here](#).

Open 24 hours a day, 365 days a year, **Greenhouse Shelter** has 42 beds and operates at full capacity year-round.

The shelter offers many unique and culturally specific services-including the availability of multilingual services, and individual and group counseling to survivors and their children. The dedicated Greenhouse Shelter staff partner with victims to help them begin to heal from their abuse and to create a life that is free from violence.

Learn more about Greenhouse Shelter [here](#).

The **Hospital Crisis Intervention Project (HCIP)** services are critical to empowering victims to begin to take control of their lives.

HCIP is housed at John H. Stroger Hospital and Northwestern Memorial Hospitals, providing quality direct services to domestic violence victims at the critical time in which they seek healthcare.

Whether services are provided at a victim's bedside or at a follow-up counseling session after a medical visit, the Hospital Crisis Intervention Project (HCIP) services are critical to empowering victims to begin to take control of their lives.

Learn more about HCIP [here](#).

Haymarket Center is a comprehensive alcohol and drug treatment program and is one of the largest centers of its kind in the country.

CAWC staff provide domestic violence education and core domestic violence services to Haymarket residents. The program also conducts domestic violence trainings with all Haymarket staff to ensure they are able to meet all residents' psychosocial and rehabilitative needs.

Learn more about Haymarket Center [here](#).

DOMESTIC VIOLENCE PROGRAMS

CAWC's services empower women, men, and children to escape the trap of all forms of violence and take control of their lives.

Children's Services – Domestic violence is a direct physical threat to children, as well as a mental and emotional one. It can impact their ability to learn, harm their emotional maturity, damage relationships, and influence actions down the road. It is a poison that can continue to harm people for years.

CAWC provides individual and group counseling to child victims of domestic violence through comprehensive Children's Services at its Greenhouse Shelter and Humboldt Park Outreach Program sites. The goal of all Children's Services is to reduce the negative impact of domestic violence by addressing safety issues as well as emotional, psychological, and behavioral consequences.

Counseling – CAWC provides individual and group counseling to survivors and children. Domestic violence survivors are at a high risk of developing post-traumatic stress disorder, substance abuse, or stress-related mental health conditions. Learning to cope with residual emotional pain and fear is essential to healing.



Counseling can help survivors move forward in their quest to heal from abuse. Individual counseling provides a safe and confidential environment for survivors. Group counseling allows survivors to connect with others in a similar situation.

Court Advocacy – CAWC helps survivors use the legal tools available to escape their abuser, establish their rights, and take back control of their lives.

Legal advocates assist domestic violence survivors with obtaining immediate and long-term legal protection. They provide education about the legal system, support during the legal processes, and extensive safety planning.

Education & Training – Everyone needs to be involved to help prevent domestic abuse. Too often, signs of abuse are overlooked because overworked healthcare and educational professionals are not trained in reading them.

CAWC provides education and training to healthcare and other community professionals. Training goals include increasing awareness about domestic violence and the resources available to support comprehensive service delivery to survivors and their children.

Police Relations – Police are on the front lines of domestic abuse and can be great allies in prevention and in helping victims find safety. CAWC staff collaborate and work effectively with the police to protect the rights of domestic violence survivors and their children. This partnership between CAWC and law enforcement will lead to better services for survivors.

CAWC partners with the Chicago Police Department's 14th District to provide a direct response for domestic violence victims. Through this program, victims of domestic violence in the 14th District have the option to be connected to trained advocates and linked to supportive services, including emergency shelter.

THE OPPORTUNITY

Following a decade of growth and innovation, the next Executive Director (ED) of Connections for Abused Women and their Children (CAWC) will have the opportunity to capitalize on CAWC's strong reputation and to lead the organization into its exciting next chapter of developing a larger facility, leveraging organizational excitement, and effectively addressing the complex needs of survivors. **The next Executive Director will work to provide even greater organizational procedures, processes, and infrastructure, while preserving the spirit of service that has characterized CAWC's level and quality of service.** CAWC's inclusion in MacKenzie Scott's latest round of "Yield Giving" funding serves to highlight the work and passion that is demonstrated by CAWC's history and ambitious plans for the future.

In 2022, CAWC launched a capital campaign to build a new center of operations that will include a new 24-hour shelter facility. To this end, in 2023, CAWC purchased a property, obtained zoning variances and special use permits, and is working with an architecture firm and general contractor to design and build its new headquarters. The new facility will not only provide additional capacity, but it will also physically unite the staff team, bringing together the dedication and expertise of CAWC professionals. Receipt of Mackenzie Scott's "Yield Giving" grant provided a welcome boost to CAWC's desire to provide a safe, comfortable, healing space for families.

The next Executive Director will have the unique opportunity to join CAWC as it is preparing to enter its next phase of impact. This will include a strategic discussion about the opportunities for growth and innovation that may be present in the future. **This new leader will lead a discussion across the Board, staff, and key stakeholders to outline the vision for the agency in the coming years and assess key pathways to achieve desired results, including determining infrastructure and talent needs for the future.** Integral to advancing the organization's development is a firm commitment to fostering a culture that embraces diversity, equity and inclusion, which is a foundation for how employees and those served will relate to each other and the community.



POSITION SUMMARY



Reporting to a highly supportive, 17-member governing Board of Directors, the CAWC Executive Director is an empowering and positive leader who partners with, helps to inspire, and serves as the face of the organization to external partners, donors, advocates, and the general public. The Executive Director manages a \$4 million annual budget and provides leadership to a dedicated staff of 51 professionals. The next Executive Director will partner with the CAWC community to set strategic vision, will raise resources in support of the mission, and will serve as a key leader and spokesperson in ending domestic violence.

The CAWC Executive Director is responsible for the administration of all programs, services, departments, staff and volunteers of Connections for Abused Women and their Children in accordance with the organization's mission, vision, and values. The Executive Director will continue to develop policies and procedures in support of larger, more comprehensive programming and facilities. Most importantly, the Executive Director will invest in and retain a diverse and inclusive team and will continue to build upon the current culture of service and innovation.

CANDIDATE PROFILE

CAWC seeks candidates who have served in a senior-level, executive role with a mission-driven organization of similar or larger size. CAWC seeks a seasoned leader to help lead and navigate change in response to the growth and opportunities brought during the past decade. The ideal candidate's background includes nonprofit experience and is highlighted by a track record of high-level program administration; business acumen; exceptional written and verbal communication skills in multiple mediums; aptitude for public speaking; demonstrated experience in the domestic violence, sexual assault and/or human services-related fields; and success in the ability to obtain government grants.

The candidate will be a proven and effective leader with a passion for the mission and experience serving as a catalyst in fulfilling an agency's vision. This individual will bring leadership characterized by a visionary and strategic outlook, the ability to garner broad community support, sound business and management acumen, the ability to increase the visibility of the organization and the ability to launch and carry forward major new projects and programs.

Passion for the Mission: CAWC seeks a charismatic and interpersonal leader who is mission-focused and dedicated to improving the quality of life for the individuals and families served. Experience in providing services to survivors of domestic violence is strongly preferred but is not a mandatory qualification.

Vision: Given the need, the opportunities, and candidates for this position must have proven leadership qualities to bring vision, strategy, direction, a collaborative atmosphere and inspiration to the organization.

Financial Management: Candidates must have proficiency in budgeting, financial planning, and fiscal oversight to ensure the organization operates efficiently and responsibly within its financial means.

Operational Acumen: The successful candidate will have demonstrated skills in operations and business management. Candidates must have proven success in structuring, delegating to, and supporting effective functional leaders and teams. He/she will have proven success providing mission-driven services while utilizing sound business principles, metrics, and accountability. Experience making strategic decisions in program design, development and management in pursuit of the Board's goals is expected.

Nurture Positive Internal Culture: The proven ability to lead employees as an effective team of closely coordinated, professional, self-accountable staff members is a must. This leader will be one who listens intently, is empathetic and energetic and empowers staff. Being a strong advocate for the organization, the staff and themselves will be highly valued. A collaborative style, servant leadership mindset, dynamic personal presence, natural optimism, humility, good listening skills and a sense of humor are important personal attributes of the next leader.

External Relations: The ability to relate to a wide variety of constituents is essential including elected officials; municipal and state agencies; businesses; civic groups; donors; neighbors; regulators; advocates; and the clients served by CAWC. The next ED will be a leader who communicates CAWC's mission with compassion through strong communication skills. Solid presentation skills, and excellent written and verbal messaging skills are required, as well as comfort interfacing with the media.

Fundraising: Successful candidates will have the ability to establish and maintain strong collaborative relationships with funders, potential donors and other sources of financial support. The next leader will also have demonstrated ability to cultivate donor relationships and to effectively invite others into the mission.

Board Relations: The next leader will be experienced in reporting to and collaboratively working with a board of directors. He or she will model transparency and regular communications, serving to bridge and cultivate the relationship not only between the executive director and the board, but also between the board and the entire staff team.

Risk Management and Safety Planning: Candidates will bring experience with implementing policies and procedures to ensure the safety of survivors, staff, and volunteers, including risk assessment, safety planning, confidentiality protocols, and crisis response protocols.

Personal Qualities: The ideal candidate will bring empathy and positivity yet will be able to manage conflict. This leader will be steady, optimistic, approachable, and calm. Given the difficult nature of CAWC's work, the ideal leader must listen well and must have a good sense of humor, as well as compassion for clients, for staff, and for self.

CAWC offers a competitive salary and benefits package.

The salary range for the position is \$130,000-\$160,000, commensurate with experience. CAWC also provides a full range of benefits including health insurance and paid time off.

How to apply

To apply, please submit a current resume and letter of introduction, as soon as possible, to Kittleman & Associates, LLC. For best consideration, please submit your application prior to Friday, May 24, 2024.

→ [SUBMIT YOUR APPLICATION TO KITTLEMAN ONLINE](#)
[\(CLICK THE APPLY BUTTON AT THE BOTTOM OF THE PAGE\)](#)

→ [LEARN MORE ABOUT CONNECTIONS FOR ABUSED WOMEN AND THEIR CHILDREN](#)

