



## President and Chief Executive Officer Raleigh, NC

Do you believe every child deserves a chance? A chance at a life free of neglect, abuse, and trauma?

Are you a strategic leader who can translate vision into impact? Do you spark connection and commitment through clear vision, heartfelt leadership, and authentic relationships? Are you ready to lead a mission-driven organization into its next season of service—aligning legacy, mission, programs, and people with purpose and sustainability?

Are you the next faith-led CEO for Methodist Home for Children?

### Why Methodist Home for Children?

Methodist Home for Children (MHC) provides safe, stable homes where children can thrive and live to their full potential. It is where children and their families are equipped to succeed and find the hope and the skills they need to build healthy, self-sufficient, and productive lives.

This is achieved through foster care, adoption, family preservation, early childhood education, juvenile justice programs, and specialized services. Operating with a \$24M budget and \$24M endowment, MHC provides 25 unique services (4 provided statewide exclusively by MHC) and sustaining care to more than 1,300 children and families each year.

The current CEO is retiring after 19 years of leadership and program expansion, having established MHC as a state leader in juvenile justice services. The new leader will join a strong team with tenure to help MHC look forward and plan.

**Want to know more?** Visit Methodist Home for Children's website at [www.mhfc.org](http://www.mhfc.org).

### What will you do as Methodist Home for Children's CEO?

Under the direction of the Board of Directors, the President and CEO provides strategic leadership and operational oversight for the organization, ensuring the effective implementation of programs, management of staff, and financial stewardship. The President translates the policies and directives of the Board into actionable initiatives that align with the mission and vision of MHC.

- Develop and execute a strategic framework that aligns with the Board's policies and objectives, ensuring the effectiveness of MHC's programs and services, and supports long-term planning.
- Manage an annual budget of \$24 million and a foundation of \$24 million.
- Support and facilitate the work of the Board and its committees, fostering collaboration and ensuring alignment with organizational goals.

- Provide regular verbal and written reports to the Board and its committees on organizational performance, challenges, and opportunities.
- Lead a culture of compassion and inspire a statewide staff of 350 with a unified vision, nurturing a spirit of collaboration, excellence, and personal accountability.
- Delegate responsibilities to executive leadership while maintaining overall accountability for agency operations and strategic direction.
- Foster a culture of open communication, ensuring staff have opportunities to contribute to decision-making processes that impact their roles and program areas.
- Assume an active role in fostering new and growing current relationships, working with advancement staff to secure major gifts and other support necessary for financial sustainability.
- Passionately share MHC's story of impact across the state, inspiring and asking community leaders, churches, and neighbors to invest in the mission of MHC.
- Maintain and strengthen the agency's relationship with the North Carolina Conference of the United Methodist Church, individual churches, and other key stakeholders.
- Advocate for high-quality services for children and families at the local, state, national, and international levels.
- Balance MHC's child and family services in response to community demand, ensuring financial viability and programmatic excellence.
- Serve as a key representative of MHC at various meetings, committees, and partnerships at the district, conference, city, county, state, regional, and national levels.
- Represent MHC in training workshops, conferences, and conventions, sharing expertise and promoting the agency's mission.

## **Key lived experiences, attributes, and skillsets sought in the CEO**

- Demonstrated executive leadership in administration, preferably in child and family services or a related field.
- Deep commitment to MHC's mission of serving vulnerable youth and families, with a faith-rooted leadership style that respects the organization's Methodist heritage while being inclusive of all backgrounds.
- Proven ability to cast bold vision, think creatively, and execute strategy with clarity, purpose, and long-range planning.
- Inspirational communicator and compelling storyteller who can articulate mission, impact, and direction to staff, donors, government leaders, and community partners.
- Relationship-centered leader who connects authentically with people across roles and contexts—from direct care staff to policymakers—and inspires hope, trust, and investment.
- Strong business and financial acumen, with the ability to manage complex nonprofit finances, contracts, and program sustainability.
- Experience navigating regulated service environments and balancing compliance with innovation.
- Effective fundraiser and ambassador with experience cultivating donor relationships, advocating with public officials, and leading external engagement across diverse stakeholder groups.

- Grounded in humility, curiosity, and emotional intelligence; open to learning from others and leading with transparency and integrity.
- Skilled at building and empowering high-performing teams; experience with leadership development, accountability, and organizational culture.
- Personally aligned with the belief that leadership is both a calling and a responsibility—viewing the work as ministry, not just management.
- Experience in government relations and working with the NC Legislature is preferred.

## Think you are the next Methodist Home for Children CEO?

To apply, click on the link to the CEO position profile at [ArmstrongMcGuire.com/jobs](https://armstrongmcguire.com/jobs).

You will see instructions for uploading your compelling cover letter, resume, and salary requirements. Please provide all requested information to be considered. In case of any technical problems, contact [talent@armstrongmcguire.com](mailto:talent@armstrongmcguire.com). No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Salary is commensurate with the requirements of the position with a range of \$170,000 to \$190,000. Benefits include medical, dental, vision, life, health savings account, flexible spending account, life insurance, short and long-term disability insurance, retirement plan, accrued vacation and sick time, and 11 paid holidays. Position is subject to a credit history and background check. Must maintain a good credit history. Must be insurable by MHC's insurance carrier. Flexibility to work evenings, weekends, and holidays as needed, including on-call responsibilities. Headquarters is in Raleigh, NC, and travel throughout the state is expected.

*Methodist Home for Children does not discriminate against any person because of age, sex, race, color, religious creed, national origin, citizenship, military status, genetic information, handicap, or disability in determining suitability for employment, compensation, promotion, transfers, training, education, social and recreational programs, or termination.*

## About Armstrong McGuire

Armstrong McGuire is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve. Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning. [Armstrong McGuire](https://armstrongmcguire.com)