



Salary Range:
\$80,000 - \$90,000 DOE

Reports to:
Board of Directors

Executive Director

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Mission Statement

Hope House Northern Colorado (Hope House NoCO) empowers parenting teenage moms to strive for personal and economic self-sufficiency and to understand their significance in God's sight, resulting in a healthy future for them, and for their children.

The Organization

Hope House is Northern Colorado's only resource providing self-sufficiency programs to teen moms. Hope House offers a menu-style approach to services that allows teen moms to define their own goals and select components that will help them reach their goals. During COVID-19, Hope House Northern Colorado began serving teen moms. Because many teen moms either lost their jobs or were unable to work due to day care closures, Hope House provided essential needs such as food, diapers, wipes and formula, as well as rent assistance for those directly impacted by COVID-19.

In the spring of 2021, Hope House Northern Colorado launched parenting classes, educational support, and individual counseling. The Hope House NoCO Resource Center opened with a ribbon cutting on September 1st, 2021, and social activities, including a Halloween party, started in that fall. Healthy relationship classes were added to the schedule by the spring of 2022, and planning is underway for financial literacy classes and early learning support for the children of the teen moms we serve.

Current Programs

✓ **Parenting Classes**

Hope House offers teen moms an interactive, engaging parenting education through classes and one-on-one coaching.

✓ **Healthy Relationships Classes & Certified Counseling**

Hope House provides free individual counseling with a licensed professional counselor to teen moms and children as needed.

✓ **High School & GED Program**

The High School & GED program allows teen moms to choose the program that works best for them: GED prep, or high school diploma which is available through partnership with Poudre School District and Greeley-Evans School District's Teen Parent Programs.

✓ **College & Career Program**

The College & Career Program offers practical support to teen moms who are in college or vocational school. Hope House partners with Colorado State University's Educational Opportunity Center to guide teen moms on their next path toward college and career.

✓ **Ages & Stages Questionnaires, Third Edition**

Hope House offers to assess the children of teen moms with the Ages & Stages Questionnaires, Third Edition. This assessment measures the developmental milestones of children of teen moms.

Core Values

➤ **Christ Centered**

Exhibits God's love; has a passion for kingdom building; serves with compassion & kindness; committed to the growth of your own personal faith.

➤ **Passion for teen moms**

Passionate about the transformation of teen moms and their children; called to the mission; excited about engaging others in our ministry; committed to sharing our knowledge for the benefit of teen moms everywhere.

➤ **Extreme Ownership**

Works hard and is committed to figuring out how to get the job done; anticipates success and strives for excellence in all we do; committed to working together as a unified team across the organization.

➤ **Relationship Focused**

Believes that true change happens for motivated teen moms within healthy, long-term relationships with staff and volunteers; includes and engages champions and volunteers so they can experience the impact they make; creates a warm, welcoming, safe, and beautiful and well-kept environment for all that come to Hope House NoCO's - a place to belong; has fun, participates in celebrations, and enjoys silliness.

The Position

The Executive Director (ED) of Hope House Northern Colorado reports directly to the Board of Directors and has overall strategic and operational responsibility for the organization's staff, programs, expansion, and mission execution. This leadership role works collaboratively with the Board to develop and implement the annual strategic plan and organizational policies. The ED serves as the public face of the ministry, representing Hope House NoCO in the community, networking with stakeholders, and leading fundraising initiatives. Additionally, the ED functions as the direct liaison with Hope House National for coaching, guidance, and fidelity assessment.

Key responsibilities include providing organizational leadership, ensuring programmatic excellence, managing operations, overseeing finances, and directing fundraising efforts. The ED supervises the Program Manager, Director of Development (to be hired), and other staff members while building relationships with service providers and organizations that support the mission. This position requires accountability for volunteer management, facility maintenance, compliance with regulations, and the achievement of goals outlined in the strategic plan.

What You Bring

Candidates will be evaluated on the full range of their lived and learned experiences, professional backgrounds, volunteer experiences, and direct and transferable skills. We encourage individuals from diverse backgrounds to apply, as your unique experiences can bring valuable perspectives to our team.

Hope House NoCO is eager to find candidates who possess a compelling combination of demonstrated experience and skills in some or all of the following areas:

- Demonstrated heart and passion for Hope House NoCO's mission serving parenting teen moms, as well as the organization's Christ-centered core values.
- Experience working with at-risk adolescents and/or teenage mothers, preferably in leadership roles in a nonprofit setting.
- History of effectively managing, supervising, coaching, and developing staff.
- Experience leading an organization and/or a department or division of significant size is highly desirable.
- Business-owner mindset coupled with a deep sense of ownership in getting the job done.
- Strategic planning experience.
- Animated and energized by the work of Hope House.
- Acumen with budgeting and financial management.
- Demonstrated fundraising and donor relations experience.
- Experience leading or participating in a capital campaign is highly desirable.
- Strong leadership and communication skills.
- Effective, engaging, and persuasive public speaking skills.
- Relationship focus.
- Understanding, empathetic, accepting, and open-minded.
- Flexible, adaptable; calming presence under stress.
- Candidates who are fluent in Spanish are highly desirable.

Priority Activities for the new ED

- Build and foster relationships (staff, participants, board, donors, external partners, civic leaders) and establish yourself as both the new leader of Hope House NoCO and as a thought leader/go-to expert in the community.
- Get up to speed on and begin to participate in event planning for the Better Together gala scheduled to take place in the fall of 2025.
- Recruit, hire and on-board a skilled fundraising professional to serve as Hope House NoCO's first Director of Development. Collaborate with the new Director to craft and implement a comprehensive fundraising plan that includes the initial steps toward conducting a capital campaign to build Hope House NoCO's first residential facility.
- Create and implement a funding and staffing plan to support long-term, sustainable, financially viable program growth and expansion rooted in a community needs assessment.
- Help the team thrive and contribute at higher levels so the ED can focus on activating the organization's vision.

Salary and Benefits:

Competitive salary commensurate with experience within a range from \$80,000 - \$90,000 DOE.

Current benefits include a stipend for health insurance and generous PTO.

To be considered:

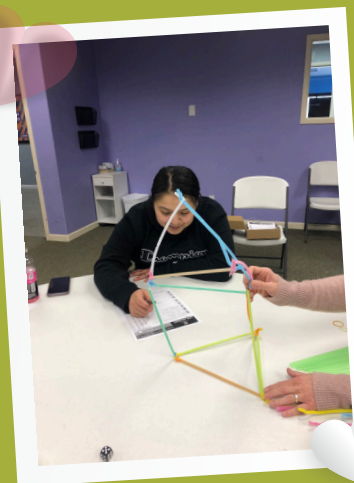
The position is open until filled and initial interviews with Valtas will begin immediately. We highly encourage applying as soon as possible. Interested candidates can submit a cover letter (two pages or less) addressed to the Board of Directors along with a resume at:

<https://valtasgroup.hire.trakstar.com/jobs/fk0pdli/>

You may direct questions to

Dudley Callison at dudley@valtasgroup.com or Ed Rogan at ed@valtasgroup.com.

Equal Employment Opportunity and Unlawful Harassment Subject to the Constitution of the United States and all applicable state and federal laws, Hope House Northern Colorado.





About Valtas Group

We are proud of our work as **Interim Executive Directors**, supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change.

We **lead the search process** in partnership with the board and staff leadership to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

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Our Mission is Guiding Leadership Transitions for Social Enterprises.

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