



**LEADERSHIP PROFILE**

**Executive Director**  
**Voices for Georgia's Children**

**Atlanta, GA**

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"...leads the charge to ensure Georgia is a state where all children thrive, every single one."  
– *Voices for Georgia's Children mission statement*

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# The Opportunity

Voices for Georgia's Children (Voices) is an independent, non-partisan catalyst for systemic change. It is leading a movement of public and private stakeholders to improve the lives of Georgia's children. Voices focuses on the whole child. Its vision is a state where all children thrive. Now in its 19th year, Voices is a trusted resource for legislators, philanthropy, and a wide array of stakeholders who care about the state of Georgia's children.

Voices mission is to advance laws, policies and actions that improve the lives of children - particularly those whose location, income, race, or family/community connections leave them most vulnerable. It pursues its mission by conducting meticulous research, convening concerned stakeholders, and influencing key policymakers. It is a pragmatic, data-driven information clearinghouse, and coalition builder, focused on equitable comprehensive policy solutions for Georgia's children.

As the organization prepares for the transition of its Executive Director, the Board seeks an experienced leader to continue the excellent, and widely-respected work of Voices. Voices is strong internally and externally. The next leader will inherit a financially sound organization with an engaged and professional staff and board, and the respect of leaders, funders, and stakeholders throughout the state. According to a key partner, Voices is poised to be "the lead entity to pull together a real vision for child well-being in Georgia" and be a catalyst for the nation. Put by another leader, "When you change the outcomes for children in a place like Georgia, you flip it for the nation."

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# The Organization

Voices was created in 2003 to confront a crisis: Georgia consistently ranked near the bottom in critical measures of child well-being. Voices set out to ensure an independent voice for children to influence public policy and investment that affect the opportunities, services, needs and outcomes of Georgia's children. Voices is unique in that it focuses on the whole child, in both urban and rural areas. Its whole child approach helps policymakers see where school safety, juvenile justice, safe and stable home environments, and children's physical and mental health intersect so policies can be developed that significantly impact child well-being.

Voices has been successful. In 2019 Voices launched its first-ever Whole Child Primer, a framework to help policymakers see the intersections of all the factors that lead to healthy and thriving children. Voices presented the Whole Child Primer to an unprecedented joint hearing of three Legislative Committees overseeing education, health, and juvenile justice. Voices helped set the agenda for this and future legislative sessions by demonstrating that State policies, properly coordinated, improve children's lives.

Other notable achievements include:

- 2022** Mental Health Parity Act passed ensuring the state will enforce parity in insurance coverage for behavioral health care for the first time
- 2021** A public private partnership was developed with the Georgia Statewide Afterschool Network to distribute \$85mm of federal funds through the BOOST grant program



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**2018** Voices secures early screening for dyslexia which will be implemented statewide

\$23 million new dollars were allocated in the FY2019 budget for children's behavioral health services and supports, training, and prevention

**2016** Voices co-founds the Child and Adolescent Health Coalition with the American Academy of Pediatrics–Georgia Chapter

**2014** New Juvenile Code and juvenile justice reforms passed

**2013** Georgia Statewide Afterschool Network is added to Voices portfolio

**2010** First Georgia Pre-K Week was launched and attended by the Governor—as of 2020 more than 79% of legislators have participated in Pre-K Week

Voice's research, policy agenda, and advocacy focus on five interrelated Impact Areas where public policies affect children.

**Solid Start:** Prenatal and maternal healthcare, comprehensive developmental screening and early intervention, and affordable high-quality childcare/early education.

**Healthy Minds & Bodies:** Access to physical and behavioral health services through Medicaid and PeachCare for Kids, clinician training, and innovative ways of delivering healthcare to underserved populations.

**Strong & Stable Families:** Proactive policies that help children stay connected to their families and communities as well as reactive policies, when appropriate, to protect children from injury, trauma, abuse, and exploitation.

**Fair Treatment:** The need for a positive, equitable, and supportive school climate, the use of restorative discipline rather than traditional



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punishment, and teaching all adults working in schools and child-serving settings about childhood development and trauma.

**Quality Out of School Time:** The benefits of afterschool and summer learning opportunities and the consequences of not increasing high-quality programs and participants.



The success of Voices is attributed to strong, collaborative leadership and a culture of trust, respect, and integrity. Excellence in operations and continuous improvement are a hallmark of its work. It recently deepened its work on justice, diversity, equity, and inclusion, both internally and externally. This has led to shared vocabulary, beliefs, and values. The compensation system has been updated with full transparency and greater systems of accountability. The organization lives by its espoused values:

*Equity. Collaboration. Accuracy. Courage. Innovation.*

Voices has a staff of 20 which includes staff for Voices and the Georgia Statewide After School Network (GSAN) program. The combined budget of both programs is \$6.1mm. The budget for Voices is \$2.2mm and the GSAN budget is \$3.9mm. The GSAN program is a partner to the Georgia Department of Education, administering funds to local program providers.

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## The Mandate

The next Executive Director will continue the impactful leadership of Voices, both internally and externally. The leader will:

**Provide leadership and vision.** The Executive Director will be a leader in the child advocacy community able to skillfully bring together relevant parties to have difficult conversations that lead to meaningful action. The leader will be able to

articulate a strategic vision for the organization, influence and enlist others to act on policy solutions and build organizational capacity to lead.

**Be a credible spokesperson for Georgia's Children.** The Executive Director will represent the needs of Georgia's children through the lens of the whole child. The leader will engage with legislators, policy makers, state agencies, nonprofit partners, and the broader community to strengthen Voices reputation as a statewide policy thought leader and an action partner. The leader will move beyond influence and engagement and take positions on critical issues. The Executive Director will provide fact-based, non-partisan research, advocacy, and policy solutions on behalf of Georgia's children.

**Raise funds.** The Executive Director will lead fundraising for the organization, raising on average \$2mm-\$3mm a year. The leader will maintain relationships with key funders and continue expanding the base of support via individual donors, corporations, foundations and the government.

**Oversee Programs, Research and Operations.** The Executive Director will lead an experienced staff who will advance the mission of the organization through high-quality research, educational opportunities for key stakeholders and a robust policy agenda. The leader will work with staff and funders to build long-term financial sustainability and implement an organization-wide information system.

**Inspire, empower, and lead an experienced management team and staff.** The Executive Director will be an experienced and caring manager who will foster a culture of innovation and accountability where high-performing staff thrive. The leader will continue the culture of excellence in accordance with the values of equity, collaboration, accuracy, courage, and innovation.



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# The Candidate

The ideal candidate is a collaborative, humble leader with a depth of experience in at least one area of child well-being who will put Georgia's children first. Key assets include:

- Unwavering commitment to children and policies that support the whole child
- A compelling personal style that encourages others to engage
- An understanding of Georgia politics and the state of Georgia's children would be additive
- Ability to listen, manage, motivate, and unite people around common goals and strategies, and to drive collaboration and results
- Skilled in child policy issues with a proven body of work on impactful child policy
- Experience working on the front line of child services in some capacity
- Ability to straddle different political perspectives and experience working across the political spectrum
- Understanding of the drivers of inequity and a demonstrated commitment to eradicating disparities
- Commitment to diversity and inclusion
- Proven competency in relationship building and fundraising
- Experienced manager with high emotional intelligence
- Understanding of, and experience with, the use of data
- Strong public speaking skills and experience
- Excellent written and verbal communication skills



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# The Relationships

The ED will report to and manage:

<b>Reports to</b>	The Voices for Georgia's Children Board of Directors
<b>Direct Reports</b>	<ul style="list-style-type: none"><li>• Director of Operations and Finance</li><li>• Advocacy Director</li><li>• Research and Policy Director</li><li>• GSAN (Georgia Statewide Afterschool Network) Director</li></ul>



# The Salary

The salary range for this position is \$151k to \$180k based on education and experience. Health benefits and a 401k match are also available.

For potential consideration or to suggest a prospect, please email

[GAVoicesEd@BoardWalkConsulting.com](mailto:GAVoicesEd@BoardWalkConsulting.com)

or call **Crystal Stephens** or  
**Lysondra Somerville**  
at 404-262-7392.