Hearth, the first organization in the United States created with the singular goal of ending elder homelessness, seeks a transformational, adaptable, and resilient President and Chief Executive Officer (CEO). Hearth was founded in 1991 by a group of seven women driven by compassion, concern, and the desire to change how society tackled the unique issue of elder homelessness. Since then, Hearth has become an expert on the challenges and solutions surrounding this issue and has placed over 3,000 individuals into affordable, safe, and permanent homes. The next CEO will be a preeminent voice in the fight to end elder homelessness and will lead Hearth programmatically, operationally, financially, and culturally.

Hearth understands that the factors contributing to homelessness in an older population differ from other groups experiencing homelessness. Therefore, the agency employs a multi-pronged approach featuring supportive housing, outreach, prevention, and advocacy. Hearth manages six affordable housing sites and one assisted living facility in Greater Boston, with 228 units, all offering an integrated array of supportive services that allow residents to age with dignity, regardless of their medical, mental health, or social needs. Hearth engages in robust outreach and prevention efforts with elders experiencing homelessness and those at risk of homelessness and advocates at the local, state, and national levels for policies to prevent elder homelessness.

Hearth is supported by 76 full- and part-time staff and a 21-member board of directors, and its FY2023 budget is $9.5 million. The senior leadership team is comprised of the President and CEO; Chief Administrative Officer; Chief Development Officer; Chief Financial Officer; Chief Program Officer; Controller; and the Directors of Behavioral Health, Health Services, Outreach, and Evaluation and Strategy.

The President and CEO will be driven by an authentic passion for the mission of Hearth, with demonstrated ability to lead and inspire a multifaceted housing, homelessness, and aging services organization. Results- and relationship-oriented, the CEO will connect with and influence various stakeholders, including clients, staff, board members, government and nonprofit partners, funders, and community members. They will enhance Hearth’s role as a local and national leader in the movement to end elder homelessness and will provide strategic leadership and guidance to ensure that Hearth’s housing developments, programs, and services are impactful and responsive to the needs of its diverse and aging community. The CEO will attend to the organization’s overall efficiency and will increase revenue by developing and implementing strategies to grow and diversify funding. Reporting to and working closely with the board of directors, the CEO will ensure that Hearth is fiscally and administratively sound and that the programs, organizational
structure, technology, and other activities are effectively managed. The CEO will mentor direct reports and ensure professional development opportunities for staff across the agency. In partnership with the board and senior management team, the CEO will advance diversity, equity, and inclusion (DEI) efforts and drive a highly productive, positive, and results-oriented culture.

**COMPENSATION AND LOCATION**

Salary range: $175,000 - $200,000
Location: Residing within daily commutable distance of Greater Boston is highly desirable. Relocation support will be provided if necessary.

**APPLICATIONS, NOMINATIONS, AND INQUIRIES**

All inquiries, nominations, and applications (including resumes and two- to three-page letters of interest responding to the opportunities and challenges outlined in the full profile) should be directed in strict confidence to the search team **HERE**. Applications will be reviewed as they are submitted. To be assured full consideration, please submit materials by Friday, October 27, 2023.

Donna Cramer, Tatiana Oberkoetter, and Tiara Mack
Isaacson, Miller

**Hearth President and CEO Search**

Hearth believes in elder equity. Aging is a part of living. Every human has the right to a safe place to call home. Hearth is committed to ending elder homelessness through welcoming and inclusive services. This begins with a board and workforce that celebrates and honors differences. Elder homelessness is a tough issue that will only be ended by a response all of us believe in and respond to. Aging and homelessness do not discriminate and neither does Hearth.