



THE NEW YORK
SOCIETY
FOR THE PREVENTION
OF CRUELTY
TO CHILDREN

Mission: "To respond to the complex needs of abused and neglected children, and those involved in their care, by providing best practice counseling, legal, and educational services. Through research, communications, and training initiatives, we work to expand these programs to prevent abuse and help more children heal."

www.nyspcc.org

New York, NY

PRESIDENT AND CHIEF EXECUTIVE OFFICER

THE OPPORTUNITY



Founded in 1874, The New York Society for the Prevention of Cruelty to Children (The NYSPCC) is the first child protection agency in the world. The NYSPCC's founders wrote the basic tenets of child protection laws in the United States. Today, The NYSPCC remains dedicated to reducing the incidences and impacts of child abuse and neglect through prevention programs that improve the safety of children and intervention programs that help children and families heal. In 2022, The NYSPCC served more than 10,600 individuals, including 4,421 children, 279 parents and caregivers, and 5,977 professionals; the agency provided direct clinical services to 57 children in 2022 and, as of October 2023, has served 82 children.

The NYSPCC is at a pivotal moment in its history. After 21 years of sustained executive leadership, the agency is poised to enhance its presence and impact, increase its programs and clinical services, and expand philanthropic funding.

The NYSPCC seeks a visionary and innovative President and Chief Executive Officer (President and CEO). The successful President and CEO will partner with the Board of Directors and staff to design and lead the execution of a comprehensive three- to five-year strategic and operational plan for The NYSPCC. The ideal candidate will determine the approach and timeline for implementation. S/he will oversee the agency's fundraising, communications, public relations, clinical services, programs, and research programs while leading staff to support and maintain a collegial environment of compassion, teamwork, support, and accountability.

The President and CEO will serve as the agency's chief spokesperson and advocate. The ideal candidate will be an active and visible thought leader in the child welfare community with a demonstrated knowledge of the child welfare system. As a leading advocate for child welfare, s/he will stay informed on cutting-edge news and trends, partner with legislators and leaders in the community, and help set the agenda for child welfare to ensure that The NYSPCC meets children's evolving needs.

The President and CEO will partner with the Board of Directors and Director of Development and Communications to lead, build, and oversee a robust fundraising program. S/he will strengthen long-term financial sustainability, enhance brand recognition to increase and diversify sources of support, and consistently and effectively engage constituents to promote ongoing support.

The President and CEO will report to the Board of Directors and be accountable to the Executive Committee. S/he will lead a team of approximately six direct reports with oversight of a team of 33 professionals. The President and CEO will lead the Senior Management Team: Assistant Executive Director/Legal Counsel, Director of Research and Evaluation, Director of Finance and Operations, Director of Clinical Services, Director of the Training Institute, Director of Development and Communications (vacant), and Director of Human Resources (function outsourced). Building on the agency's existing staff, the ideal candidate will have the opportunity to recruit the Director of Development and Communications and determine whether The NYSPCC should recruit the Director of Human Resources or continue to outsource the role.

The successful candidate will partner with the Nominating Committee to identify and recruit new Board members. S/he will partner with the Director of Clinical Services and Director of Research and Evaluation to create and recruit members for an anticipated Research and Clinical Advisory Committee.

The New York Society for the Prevention of Cruelty to Children has retained [Freeman Philanthropic Services, LLC](#) to assist on this important recruitment.

ABOUT THE NYSPCC



Founded in 1874, The NYSPCC is the first child protection agency in the world. The NYSPCC's founders wrote the basic tenets of child protection laws in the United States. Today, The NYSPCC remains dedicated to reducing the incidences and impacts of child abuse and neglect through prevention programs that improve the safety of children and intervention programs that help children and families heal. Over the past 148 years, the agency's programs have impacted more than two million children.

The NYSPCC remains unwavering in its mission to provide child protection and abuse prevention services. The NYSPCC's caring team of highly-skilled clinicians and staff provide critically needed services to children, families, child welfare professionals, and other concerned community members. In 2022, The NYSPCC provided direct clinical services to 57 children, with a goal of expanding services to serve 100 children annually in 2024.

The NYSPCC offers its services at multiple sites and since the pandemic, virtually, including, but not limited to, the Agency's main office in Manhattan, NYC public and private schools, and NYC social service agencies. The NYSPCC is committed to eliminating linguistic and economic barriers that prevent families from receiving critical assistance. A bilingual staff (English and Spanish) provides no-fee services seven days and three evenings per week to accommodate working families and school-aged children.

2022 IMPACT REPORT

In 2022, The NYSPCC served more than 10,600 individuals, including 4,421 children, 279 parents and caregivers, and 5,977 professionals, through the following programs.

The Trauma Recovery Program helps children heal from physical abuse, sexual abuse, neglect, and domestic violence through weekly therapy. In 2022, the program helped 58 children toward achieving their treatment goals through 1,224 appointments. Ninety-one percent (91%) of children who received treatment for at least three months showed an overall reduction of their trauma symptoms.

The Therapeutic Supervised Visitation Program strengthens families with histories of abuse, neglect, and domestic violence. In 2022, the program served 72 families, including 111 children and

149 visiting parents, through 937 supervised visits and 249 Parenting Journey support group sessions. One hundred percent (100%) of parents who attended Parenting Journey reported an improvement in their self-care and parenting skills.

The Safe Touches Program provides child sexual abuse prevention for children in NYC schools. Last year, the program conducted 170 Safe Touches workshops for 3,543 children in kindergarten through third grade. Ninety-six percent (96%) of teachers stated that they would recommend Safe Touches to their colleagues, and 94% reported that the children were actively engaged in the workshop.

The Training Institute educates child welfare professionals, parents, and community leaders on identifying and reporting child abuse, best practice service models, and managing secondary traumatic stress. In 2022, they trained 5,977 professionals and other adults, improving their ability to keep children safe.

CLINICAL SERVICES



The NYSPCC's team of highly skilled licensed therapists provides trauma-focused services to children and families through the Therapeutic Supervised Visitation Program and Trauma Recovery Program; supports child welfare professionals through the Crisis Debriefing and Bereavement Program; and trains emerging social workers and mental health counselors through the Student Intern Program. To learn more about these clinical services, [click here](#).

TRAINING INSTITUTE

Started in 2012, The NYSPCC's Training Institute is dedicated to equipping children, parents, and professionals with the necessary knowledge and tools to help keep children safe from abuse and neglect. The NYSPCC trains and teaches in person and virtually across New York but also boasts a national and international presence, having trained over 90,000 individuals globally.

In 2022, The NYSPCC's Training Institute trained 5,894 professionals on preventing child sexual abuse, identifying and reporting suspected cases of child abuse and neglect, best practice models for child protective services, and managing secondary traumatic stress. To date, the Training Institute has trained over 90,000 professionals.

SAFE TOUCHES



The NYSPCC has developed comprehensive programming which aims to prevent childhood sexual abuse by offering targeted information to children, parents, and school communities. The goal of this programming is to spark conversation and to offer safety information and practical strategies for protecting children from sexual abuse. To learn more about the Safe Touches program, [click here](#).

RESEARCH AND EVALUATION

The NYSPCC is dedicated to helping children and families by implementing and evaluating models of treatment that are effective and accessible for treating complex trauma, and reducing child abuse and neglect. Through lectures, presentations, workshops, and publications, The NYSPCC shares the knowledge gains of its research with other organizations and professionals dedicated to child protection.

The NYSPCC conducts ongoing evaluations of its programs to ensure consistency, quality, client satisfaction, and to monitor client outcomes. Program-specific evaluation plans are designed using a multi-dimensional, mixed-methods approach. Evaluation data is examined at regular intervals for all programs to allow for consistent delivery of services and monitoring of client progress. To view The NYSPCC's current research projects, [click here](#).

ADVOCACY

Since its founding in 1875, The NYSPCC has been at the forefront of advocacy efforts for laws and policies that seek a safer and healthier environment for all children. The agency engages in advocacy efforts on a broad variety of fronts, including legislative advocacy, litigation support, and public awareness campaigns.

The NYSPCC takes an active role, both as an individual agency and in coalition with other individuals and organizations, to support legislation that will improve the lives of children and their families. Advocacy efforts focus on the local, state, and national levels. The NYSPCC also lends its

support during litigation in the form of *amicus curiae* briefs where the issue before the court has a significant public policy aspect for child welfare systems.

Recent successful advocacy efforts include the enactment of the New York State Child Victims Act, which improved both the civil and criminal statute of limitations for child sexual abuse victims. Victims can now sue their abusers until they reach the age of 55. In addition, all victims can sue their abusers, regardless of when the abuse took place, during the one-year period after the Act went into effect.

The NYSPCC was also instrumental in amending Article 23-B of the Education Law, a change that now requires private schools to report allegations of child abuse committed by school staff to law enforcement. As a result, the nearly 500,000 private school students throughout New York State now have the same protection from abuse by school personnel as found in the public schools.

THE ARCHIVES

The Archives serve as one of the nation's most valuable repositories of original and compiled material on the origins, history, and development of the child protection movement.

LEADERSHIP

Board of Directors

The Board of Directors is comprised of dedicated and engaged leaders committed to NYSPCC and its mission, vision, and continued growth. Board members are accomplished professionals, business executives, community leaders, and philanthropists, several of whom serve on the boards of leading corporations, international organizations, and not-for-profits.

For a complete list of the Board of Directors, please see <https://nyspcc.org/about-nyspcc/our-team/>.

BALANCE SHEET

	December 31	
	2022	2021
Assets		
Cash and cash equivalents	\$ 865,136	\$ 1,118,395
Investments, at fair value	33,092,145	41,000,721
Accrued investment income	20,453	2,888
Contributions receivable	255,747	329,128
Government contracts receivable	19,108	24,205
Other receivables	17,913	49,150
Prepaid expenses	41,553	99,829
Beneficial interest in charitable trusts	2,313,954	2,908,840
Property and equipment, net	965,392	1,093,667
Right-of-use asset – operating lease, net	5,515,128	-
Historical archives	251,706	251,706
Total assets	\$ 43,358,235	\$ 46,878,529
Liabilities and Net Assets		
Liabilities		
Accounts payable and accrued expenses	\$ 239,100	\$ 228,058
Accrued pension benefits	494,474	1,496,618
Margin loan	-	850,000
Deferred rent	-	216,645
Operating lease liability, net	5,786,940	-
Total liabilities	6,520,514	2,791,321
Net assets		
Without donor restrictions	32,750,119	39,457,720
With donor restrictions		
Purpose restrictions	290,000	237,000
Endowment	1,483,648	1,483,648
Beneficial interest in charitable trusts	2,313,954	2,908,840
Total net assets with donor restrictions	4,087,602	4,629,488
Total net assets	36,837,721	44,087,208
Total liabilities and net assets	\$ 43,358,235	\$ 46,878,529

IMPORTANT AND REPORTING RELATIONSHIPS

The President and CEO will report to the Board of Directors and be accountable to the Executive Committee. S/he will lead a team of approximately six direct reports with oversight of a team of 33 professionals. The President and CEO will lead the Senior Management Team: Assistant Executive Director/Legal Counsel, Director of Research and Evaluation, Director of Finance and Operations, Director of Clinical Services, Director of the Training Institute, Director of Development and Communications (vacant), and Director of Human Resources (function outsourced). Building on the agency's existing staff, the ideal candidate will have the opportunity to recruit the Director of Development and Communications and determine whether The NYSPCC should recruit the Director of Human Resources or continue to outsource the role.

The successful candidate will partner with the Nominating Committee to identify and recruit new Board members. S/he will partner with the Director of Clinical Services and Director of Research and Evaluation to create and recruit members for an anticipated Research and Clinical Advisory Committee.

The ideal candidate will partner with child welfare agencies, including APSAC-NY and NYSCA, to coordinate and advance the NYSPCC's advocacy and public policy work. The ideal candidate will collaborate with government officials and legislators to further the organization's advocacy work. S/he will provide comments to the media on legal issues relating to child protection and welfare.

KEY OPPORTUNITIES AND CHALLENGES

The President and CEO will be an inspired leader with a passion for the mission and the demonstrated track record of leadership to contribute broadly to all aspects of The NYSPCC's mission and growth. S/he will respond effectively to the following key opportunities and challenges:

Vision, Strategic Planning, and Governance

- Create and lead the execution of a comprehensive three- to five-year strategic and operational plan for The NYSPCC in partnership with the Board of Directors and staff.
- Assess The NYSPCC's staff and organizational structure and align strategy to resources to enhance the agency's impact and achieve its strategic vision and mission.
- Identify and build long, deep relationships with partners in the child welfare community to ensure collective impact and position the agency as an authority in the field.
- Serve as the chief spokesperson, advocate, and fundraiser for The NYSPCC with leaders in the child welfare system, prospects and donors, legislative committees, and the media.
- Stay informed on cutting-edge news and trends and help set the agenda for child welfare to ensure The NYSPCC meets children's evolving needs.
- Prepare and give testimony to legislative committees, respond to media requests for comment and opinion on child protection and welfare issues, and identify bill sponsors for legislation important to The NYSPCC's mission.
- Partner with the Nominating Committee to identify and recruit new Board members.
- Partner with the Director of Clinical Services and Director of Research and Evaluation to create and recruit members for an anticipated Research and Clinical Advisory Committee.

Fundraising, Public Relations, and Communications

- Ensure continued revenue growth:
 - Strengthen long-term financial sustainability.
 - Enhance brand recognition to increase and diversify sources of support.
 - Consistently and effectively engage constituents to promote ongoing support.
- Partner with the Board of Directors, Director of Development and Communications, and consultant PR/Marketing firm to lead, build, and oversee a robust fundraising and communications operating plan to dramatically increase and diversify philanthropic giving, integrating development and marketing activities into the fabric of the strategic plan.
- Work with the Director of Clinical Services, Director of Research and Evaluation, Director of the Training Institute, and Manager of Government Grants and Relations to identify, cultivate, solicit, and steward city, state, and federal funding opportunities.

Management and Team Building

- Partner with the Assistant Executive Director/Legal Counsel and Director of Finance and Operations to oversee The NYSPCC's administrative and operational management, including human resources, finance and audit, programs, and external affairs.
- Enhance operating capacity and collaboration:
 - Oversee comprehensive operating policies and procedures.
 - Attract, motivate, and retain staff and volunteers.

- Promote strategic, effective, and collaborative communications across the organization and the field offices.
- Ensure The NYSPCC's financial and operational performance and integrity, including annual budgeting and providing regular financial and organizational updates to the Board.
- Effectively lead and guide the Senior Leadership Team.
- Evaluate, lead, and motivate staff; support and maintain a collegial environment of compassion, teamwork, support, and accountability.
- Ensure high ethical standards for The NYSPCC and the quality of its work.

Clinical Services and Program Expansion

- Oversee the expansion of the Trauma Recovery Clinic by expanding the number of children served and meeting the evolving needs of children.
- Oversee the growth and continued impact of The NYSPCC's clinical services, including Therapeutic Supervised Visitation, Trauma Recovery Clinic, Crisis Debriefing, and Safe Touches.
- Provide expertise and counsel to the clinical team on complex trauma cases.

Research and Evaluation

- Partner with the Director of Research and Evaluation to:
 - Oversee empirical research projects to define and create potential clinical programs.
 - Evaluate the effectiveness and outcomes of The NYSPCC's programs.
 - Oversee the creation of structures for successful programs to replicate these programs at peer child welfare and government agencies across the country.

IDEAL QUALITIES

The ideal President and CEO will be an inspirational and compassionate leader with the stature and professional experience necessary to effectively meet the responsibilities listed in the preceding section. The ideal candidate will possess the following attributes and experience:

- Passion, commitment, and understanding of The NYSPCC's mission and values;
- Proven commitment to the diverse backgrounds and demographics of children served by The NYSPCC with a demonstrated knowledge of child welfare systems;
- Stature, authenticity, and compassion to effectively engage and partner with the Board of Directors, staff, colleagues, donors, and leaders in the child welfare system;
- Track record of providing successful strategic direction and day-to-day operational management, including the development and execution of an operational plan, budget preparation, financial acumen, and stewardship;
- Experience in reviewing, analyzing, and advocating on issues in child welfare, child protective, and related legislation;
- Affirming management and team building skills to help guide a mission-focused organization, while maintaining best practices, collaboration, and shared accountability; ability to inspire staff and stimulate meaningful action;
- Excellent communication (writing, speaking, presentation, and listening) skills and keen attention to detail, with the ability to effectively communicate with all levels of the organization, as well as diverse external constituencies;

- Agility and judgment to manage multiple priorities simultaneously, act decisively, and set priorities among competing demands for resources;
- Cultural sensitivity, emotional intelligence, and commitment to the highest standards of professionalism;
- Fluency in Spanish is helpful, but not required; and
- Bachelor's degree required; graduate degree in fields related to child welfare preferred.

DIVERSITY

The NYSPCC is an Equal Opportunity Employer that promotes diversity in its employment practices. Employment decisions are made without regard to an applicant's actual or perceived race, color, religion, creed, sex/gender (including gender identity, sexual harassment, pregnancy, childbirth, and related medical conditions), sexual orientation, national origin, ancestry, ethnicity, age, disability, alienage or citizenship status, marital status, arrest or conviction record (consistent with the provisions of New York State's Corrections Law), partnership status, familial status, liability for military service, status as a victim of domestic violence, stalking or sex offense, veteran status, genetic pre-disposition or carrier status, or any other characteristic protected by applicable law.

COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience. The compensation range for the position is \$250,000 to \$300,000. For extraordinary candidates, The NYSPCC might consider higher levels of compensation.

CONFIDENTIAL INQUIRIES AND HOW TO APPLY

New York Society for the Prevention of Cruelty to Children has retained Freeman Philanthropic Services, LLC (FPS) to assist in this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via email at NYSPCC-CEO@glfreeman.com.

All applications must include (1) an up-to-date resume (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.