



Sprout is looking for our next leader to expand upon our inspired vision and bold strategic plan. We are looking for an innovative, adaptable, and strategic early learning champion to strengthen Sprout's trauma-informed programming and deepen it's rich community relationships. This is a unique opportunity to nurture a reflective organizational culture in a tight-knit, collaborative community.



About Sprout Family Services

Sprout is here to help families grow strengths and skills to create positive change for themselves and their children.

OUR MISSION

Promoting the healthy development of children in partnership with families and community

OUR VISION

All children are valued and fully nurtured and give the same to the next generation

OUR VALUES

COMPASSION: Acknowledge, accept, and appreciate others wholeheartedly

CONNECTION: Cultivate safe, secure, and thoughtful relationships

COLLABORATION: Grow strengths and skills to create positive impacts together

COMMUNITY: Welcome voices, embrace differences, and offer belonging for everyone

WHAT WE DO

- Home and Virtual Visits
- Playgroups
- Regular Parenting Classes
- Resources Lending Library
- Emergency Baby Supplies
- Pediatric Occupational Therapy, Speech Therapy, Physical Therapy, and Social Work
- Developmental Evaluation
- Vision & Hearing Screening
- Community Partner Referrals

SPROUT offers

Occupational Therapy
Speech and Language Therapy
Physical Therapy
Social Work
Developmental Specialists

SPROUT is available to

Families with children 0-5yrs old
Children with developmental delays and disabilities
Children who have experienced early trauma/ risk factors
Parents and caregivers with questions and/or concerns

SPROUT services will

Offer support and resources for parents
Increase resilience for families
Learn more about your child
Reach out to other parents
Help your child grow



The Role of the Executive Director

- Provide strategic and operational leadership to advance Sprout's mission and vision
- Lead, develop, and support a staff of 8 (3 direct reports) while nourishing a reflective and collaborative organizational culture
- Remain current on early intervention and child development research, policy, best practices, and community needs
- Develop, strengthen and align systems and processes to promote maximum efficiency and impact
- Advocate for and expand programming that is culturally responsive, trauma-informed, equitable, and accessible
- Cultivate new and nurture existing community partnerships and collaborative efforts
- Oversee all grant application, reporting, and management processes
- Build fundraising capacity at Sprout to diversify funding streams and strengthen donor relationships
- Represent the Sprout mission, values and impact on a local, statewide, and national level
- Ensure high-quality, innovative, and trauma-informed programming that is accessible across the Sprout service area
- Report to the Sprout Board of Directors, providing strong leadership, partnership, and vision
- Oversee and maintain sound financial and legal systems and processes

Our Ideal Executive Director Candidate

- A background in early childhood, early education, child development, social work, or a related field
- A seasoned staff leader who has cultivated caring cultures with strong employee development and support
- A demonstrated commitment to living and leading with a spirit of compassion, connection, collaboration, and community
- Approaches community relationships across the region with cultural humility, deep listening skills, and flexibility
- A proven leadership style that is adaptable, deliberative, creative, and relational
- An innovator willing to promote trauma-informed and inclusive initiatives and programs
- A respected community/team-player who approaches partnerships with abundance and generosity
- A confident and decisive delegator and systems-thinker
- Familiar with and able to oversee and manage a nonprofit organizational budget
- Proven success and confidence overseeing grant application, management and reporting processes
- Curiosity, willingness, and passion to fundraise for Sprout and foster donor relationships
- Drive for ongoing learning, creativity, and improvement

THE SPROUT CULTURE

Sprout takes pride in an organizational culture that reflects the organization's values: compassion, connection, collaboration, and community. The Sprout team has tended to norms and practices to build trust and foster connection. The work environment is friendly and flexible, with a deep commitment to the mission. Over the past year, Sprout has adapted to the demands of COVID-19 and adopted new technology systems and practices to stay connected and meet families' needs safely and securely. Sprout strives for progressive policies and an emphasis on community collaboration and partnership. The organizational culture centers relationships and is rooted in reflective practice and trauma-informed approaches.



Prioritize Diversity, Equity, and Inclusion

Engage board and staff in ways that create a more equitable and inclusive environment in Sprout's work with children, families, and community partnerships.



Build Community Awareness

Foster relationships to increase engagement.



Expand Services

Broaden services geographically and programmatically to serve more children.



Improve Operational Efficiencies

Maximize organizational capacity.

OUR CURRENT STRATEGIC PLAN



POSTING DATE: 7/31/21
LOCATION: Homer, Alaska
DEADLINE: Applications submitted by 9/5/21 will receive full consideration. Interviews will begin in early September. Applications will be responded to on a rolling basis; early applications are strongly encouraged.



OUR COMMITMENT TO EQUITY & TRAUMA-INFORMED PRACTICE

Sprout strives to foster services, policies, and an organizational culture that are inclusive, equitable, and trauma-informed. We not only welcome diversity; we celebrate it. Sprout does not discriminate on the basis of race, ethnicity, gender, gender identity or expression, religion, sexual orientation, nationality or disability status.

COMPENSATION & BENEFITS

This is a full-time, salaried position. The majority of its duties occur during weekday business hours, but there are occasional needs to work on evenings and weekends, with some occasional travel.

The expected annual salary range is between \$84,000-\$100,000, depending on qualifications and experience.

Sprout provides a generous benefits package to employees. After 30 days of employment, the Executive Director will be eligible for medical, vision, and dental coverage. Sprout offers generous PTO and contribution matching to retirement, as well as flexible work schedules and a workplace that is compassionate for families.

HOW TO APPLY

Please email your resume and cover letter in PDF format to: SproutSearch@kindredleaders.org. In your cover letter, please describe as specifically as possible how your experiences, values, and interests align with Sprout's goals, mission, and culture as described here. Online submissions only.

Applications received by Sept. 5 will be given full consideration. All applications will be acknowledged by email. Applications will be considered as they are received. Interviews will begin with the interview committee in early September.



HOMER, ALASKA

Sprout is based in beautiful Homer, Alaska and serves the southern Kenai Peninsula, Seward and the Aleutian Islands.

The southernmost town on the state's highway system, four hours south of Anchorage on the southern tip of the Kenai Peninsula, Homer is variously described as "where the land ends and the sea begins," "the cosmic hamlet by the sea," an arts community, and a fishing community. Each description captures a part of Homer's enduring character: creative, rich in maritime and homesteading traditions, committed to the environment, engaged, and independent.

Common to every description is an acknowledgment that Homer is situated in one of the most beautiful places in the world, with spectacular views of Kachemak Bay, the Kenai Mountains, and several volcanic peaks across Cook Inlet including Mt. Augustine, Mt. Iliamna, and Mt. Redoubt reaching to over 10,000 feet.*



LAND ACKNOWLEDGMENT

Sprout is located on Indigenous lands. These lands have been stewarded for thousands of years, since time immemorial, by the Indigenous people of this region – Dena'ina, Sugpiaq, Yup'ik, others, and the Kachemak Peoples before them. Homer is situated within the lands of Nichik't'ana, the contemporary Ninilchik Village Tribe, stretching from Uzintun (Homer Spit) across Tikahtnu (Cook Inlet), from T'ch'anen (Caribou Hills), to lands north of Nignalchint (Ninilchik).**

*Homer Chamber of Commerce

**Land acknowledgement written by Asia Freeman, Artistic Director of Bunnell Art Gallery in Homer