



POSITION PROFILE

Executive Director

Pathways of Central Ohio

Newark, Ohio

About Pathways of Central Ohio

For more than five decades, Pathways of Central Ohio has served as a vital gateway to services, connecting individuals and families across Central and Southeastern Ohio to the resources they need to thrive. Founded in 1968 to respond to emerging community challenges, the organization has grown into a trusted partner in health, mental health, and social support by combining direct service, education, and community partnerships to address immediate needs while promoting long-term resilience and well-being. Guided by its mission to empower the community and its vision to be available to every individual and household in need, Pathways has become an essential presence across the region.

The 211/988 Crisis Hotline is a cornerstone of Pathways' work, handling more than 36,000 calls annually. Operating 24 hours a day, seven days a week, it provides crisis intervention, suicide prevention, disaster response, and information and referral services across 19 counties. Certified by the Ohio Department of Behavioral Health, nationally accredited by Inform USA, and a participating center of the National Suicide Prevention Lifeline (988), the hotline ensures that individuals in moments of acute need receive professional support and timely connections to life-stabilizing resources.

The Center for Prevention Services reaches nearly every school district in Licking County with evidence-based programming focused on substance use, mental wellness, bullying, suicide, and problem gambling. Pathways is certified as a prevention agency by Ohio Department of Behavioral Health. All staff hold certifications as Certified Prevention Specialists, Certified Prevention Consultants or Registered Applicants and are trained in multiple evidence-based prevention curricula including LifeSkills Training, Too Good for Drugs, Too Good for Violence, Prime for Life and Project ALERT.

The Parent Education Center strengthens families by providing parents with the skills and tools they need to create safe and nurturing homes. Programs such as Incredible Years and Active Parenting Now offer individualized and group education, and classroom interventions for parents of children from infancy through adolescence. The center serves parents navigating recovery, behavioral challenges, or simply seeking to enhance their parenting skills, helping families build strong foundations for long-term success.

Through these programs, Pathways of Central Ohio responds to crisis, advances prevention, and supports families, creating meaningful impact across the region and reinforcing the social safety net for the communities it serves.



The Opportunity

Pathways of Central Ohio seeks a strategic and experienced Executive Director with a commitment to community-based mental health support and a proven track record for motivating and supporting a cross-functional team. Succeeding a long-tenured and impactful Executive Director, the incoming leader will be a thought partner to a committed board and a leader to an experienced team who share an extraordinary commitment to the organization's mission.

The essential areas of focus: maintain strong individual and institutional relationships to broaden and deepen the reach of Pathways' programs; partner with the board of directors to design and implement a strategy to deliver on the organization's mission; and increase community awareness of the organization's services and impact. Pathways is the gateway to local services and a trusted community partner to individuals and agencies across the region. The Executive Director ensures the best interests of the organization are represented, utilizes relationships to strategically enhance the mission, and collaborates with a broad range of partners.

The next Executive Director will bring a deep commitment to strengthening behavioral health and wellness across Pathways' service areas. The Executive Director will be a values-driven, highly collaborative, strategic leader who will promote a culture of operational excellence and proactive, transparent communication among the board and staff. The ideal candidate will have a passion for ensuring communities thrive and community members have access to the behavioral health resources they need. As a key leader in a multi-county service area, especially Licking and Knox Counties, the Executive Director will represent the organization at the local, state, and national level to further the impact of Pathways.

Key Position Functions

Reporting to the organization's board of directors, the Executive Director of Pathways of Central Ohio is the organization's strategic and operational leader. The Executive Director oversees 43 part-time and full-time staff with four direct reports: three Program Directors (211/988 Crisis Hotline, Center for Prevention Services, and Parent Education Center) and the Fiscal Director.

Core functions of the position include:

Board Governance: Ensures the board is empowered, informed, effective, and strategically engaged in fulfilling Pathways' mission.

- Serves as primary staff liaison to Pathways' board.
- Develops, recruits, maintains, and nurtures a high-performing board of directors through strong governance standards and practices.
- Leads Pathways in a manner that supports and guides the organization's mission as defined in partnerships with the board of directors.
- Communicates effectively with the board and provides, in a timely and accurate manner, all information necessary for the board to function properly and to make informed decisions.

Financial Management: Ensures long-term financial stability through strategic planning, oversight, and stewardship of financial resources.

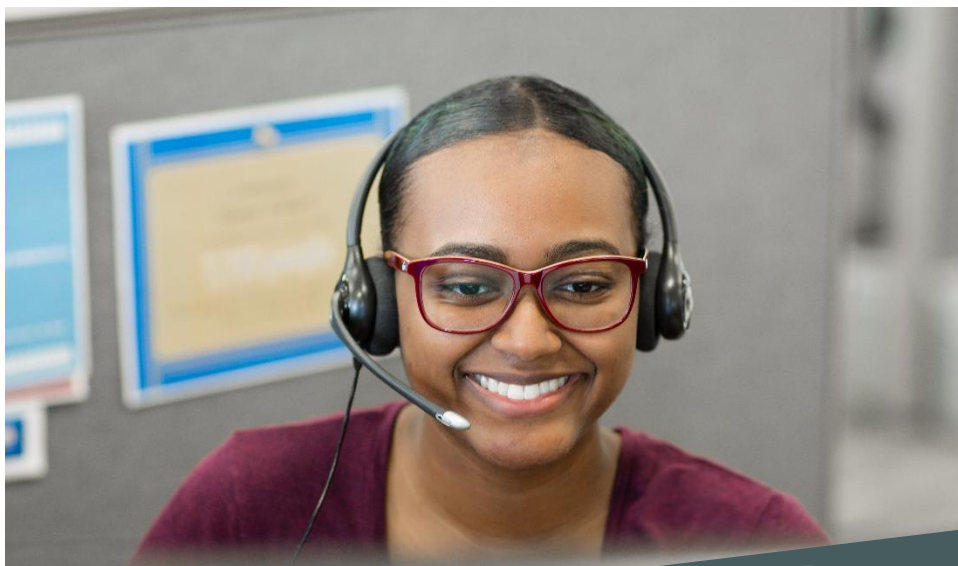
- In partnership with the Fiscal Director and the board finance committee, creates the annual budget.
- Submits to the board monthly financial statements, which accurately reflect the financial condition of the organization.
- Manages the organization's spending in alignment with the approved budget, ensuring maximum resource utilization, and maintenance of the organization in a positive financial position.
- Manages the organization's financial resources within grant requirements and budget guidelines according to current laws and regulations.

Resource Development: Drives sustainable revenue growth and cultivates long-term philanthropic and public support.

- Provides vision and oversight on fund-development strategies that will ensure consistent revenue across the organization.
- Defines strategies to secure new and expanded sources of revenue.
- Develops and maintains positive relationships with public, private, and individual donors.
- Oversees all grant writing, administration, and reporting.

Vision and Strategy: Aligns organizational goals with mission-driven impact and long-term growth.

- Provides leadership in developing, implementing, and evaluating programs that carry out Pathways of Central Ohio's mission.
- In partnership with the board of directors, develops a vision and strategy for Pathways' future and mission.
- Serves as Pathways' primary spokesperson to the organization's constituents, the media, and the general public.



Organization Operations: Leads an efficient, high-performing organization with strong, client-centered culture, transparent communication, and operational excellence.

- Hires, retains, and develops a qualified, high-performing staff.
- Signs all notes, agreements, and other instruments made and entered into on behalf of the organization.
- Directly supervises all program directors and the fiscal director, including annual performance reviews.
- Facilitates cross-departmental collaboration and leads strong internal communications with staff across the organization.

Qualifications

Competencies and Attributes for Success in the Position:

- Strategic mindset
- Communicates effectively
- Collaborates
- Drives vision and purpose
- Balances stakeholders
- Resourcefulness
- Financial acumen
- Develops talent
- Political savvy
- Instills trust
- Builds networks
- Interpersonal savvy
- Cultivates innovation

Required Qualifications:

- Master's degree in social work or related field
- Licensure in social work or a related field in the State of Ohio
- Demonstrated leadership in nonprofit and/or social services setting
- Proven financial management experience, including budget preparation, analysis, decision-making, reporting, and compliance
- Ability to convey a vision of Pathways of Central Ohio's strategic future to staff, board, volunteers, and donors
- Demonstrated knowledge of nonprofit board governance, including fiduciary responsibilities, policy development, and best practices in board engagement
- Proven ability to compellingly communicate with diverse groups of staff, volunteers, donors, and other stakeholders

Desired Qualifications:

- Experience assessing community needs and performing market gap analysis
- Knowledge of fundraising strategies and donor relations unique to nonprofit sector

Compensation

Pathways is pleased to offer a competitive compensation and benefits package for this position. Target compensation for the position is \$85,000 with a \$5,000 hiring bonus after six months of successful employment. In addition, Pathways offers 11 holidays, 12 sick days, and two weeks of vacation time, partial payment of health insurance premium, short term disability, life insurance, and the opportunity for hybrid/remote work after six months.

Application Process

Benefactor Group is pleased to be assisting Pathways of Central Ohio with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please submit an application at this link:

<https://bit.ly/PathwaysCentralOhioEDApp>.

To learn more about Pathways, please visit <https://pathwaysofcentralohio.com/>.

Please do not contact Pathways staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

Pathways of Central Ohio complies with all applicable federal and state nondiscrimination laws, rules, regulations, and guidelines. All qualified applicants shall receive consideration for employment without regard to race, color, religion, ancestry, sex, national origin, veteran status (Vietnam Era, Desert Storm/Shield or disabled), disability, political affiliation, or age (40 years or more). Discriminatory employment practices against anyone are prohibited.



450 South Front Street, Columbus, OH 43215

1-614-437-3000

info@benefactorgroup.com

www.benefactorgroup.com



THE
Giving
Institute™
Shared intelligence.
For the greater good.



Giving
USA™
A public service initiative
of The Giving Institute



NNSC
NETWORK OF NONPROFIT
SEARCH CONSULTANTS

WOMEN
OWNED®
CERTIFIED BY | WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL