Executive Search – Chief Executive Officer
Santa Ana, CA

Sterling Search, Inc. has been exclusively retained to recruit for the new Chief Executive Officer for Delhi Center (Delhi) in Santa Ana, CA.  https://delhicenter.org/

MISSION
Our mission is to advance self-sufficiency through sustainable health, education, financial stability, and community engagement.

History
In the 1920s the Delhi neighborhood was one of the few places where Mexicans were allowed to buy land. In 1924, Delhi neighborhood schools were incorporated into the Santa Ana Unified School District, and the same year residents voted to join Santa Ana’s municipality. The Delhi neighborhood increased from the 1930s to the 1950s, and the local Catholic Church, Our Lady of Guadalupe, was built in the 1940s.

In 1969, Delhi Center was incorporated as a nonprofit organization by residents, the local Catholic Church, and the Junior League of Newport Beach. Throughout the 1980s and ’90s, the area was home to very young households with high unemployment rates and low educational achievement levels. Gang involvement and crime increased which triggered renewed efforts by various social groups to improve the neighborhood.

In 2001, center leaders achieved a historical milestone and constructed the most critical community center of its kind in Santa Ana. With the support of elected officials, community residents, and private sponsors, Delhi Center opened its doors at its current location on December 17, 2001. Delhi Center entered into a contract with the City of Santa Ana whereby the City owns the land, and Delhi Center owns the building.

Today
Delhi Center is a thriving nonprofit which boasts a diversified revenue of approximately $1.5 million and a solid financial standing, supported by a dedicated Board of Directors and staff of 20. It serves as a gathering place for residents and organizations throughout Orange County and welcomes over 31,640 individuals annually through its doors for various programs, services, training, and events.
Over the last seven years under the leadership of its beloved Executive Director, Delhi Center has matured into a well-functioning nonprofit, with tailored programs to support the community it serves. With 36,000 square feet, Delhi Center leases space to a Head Start program and houses grant-funded programs in the areas of financial literacy, wellness, teen development, senior care, and educational classes like STEAM.

Delhi also generates rental income from its fitness and dance centers, its commercial kitchen and from corporate and community members for conferences, classes and celebrations. Delhi Center also became a critical resource during the harrowing days of the pandemic for their food pantry which became an essential resource for its fragile community. As Delhi continues to evolve, more plans are in place to change the food pantry design to represent more of a regular grocery shopping experience and, coming soon, will be its first library.

THE OPPORTUNITY

In the last few years, Delhi Center has accomplished many of its strategic initiatives by implementing a sustainable operating platform with strong systems and best practices for financial and programmatic excellence and compliance.

Delhi is seeking a Chief Executive Officer (CEO), who will embrace and recognize the value of its historical accomplishments, while at the same time engaging the Board, staff, and volunteers in strategic visioning to ensure its continued growth as a vital community resource.

This is a phenomenal and rare nonprofit opportunity for someone who is inspired by the Delhi Center’s mission and respects its wealth of history and the role it plays as the beating heart of the community. The new CEO must bring energy, enthusiasm, passion and a comprehensive skill set to take the Delhi Center to its next stage of growth.

The new CEO will be an innovative and accomplished visionary leader who will inspire staff, board members, and volunteers. They will be charged with building on Delhi Center’s track record of success by further developing the organization’s vision, and achieving its goals for increased community engagement, the development of a sustainable philanthropic program, and the enhancement of the impact of its services—all while maintaining continued financial stability.

This individual must possess intellectual horsepower and be naturally persuasive and fair, and value accountability for themselves and others. The new CEO will lead based on the ethics of collaboration, self-improvement, and the drive for excellence, ensuring that the best services are being delivered to the community it serves.
POSITION DESCRIPTION
The CEO reports directly to the Board of Directors and oversees all strategy and operations which includes human resources, financial management, administrative duties, program management, fund development, marketing, community and local government communications, and strategic planning. The CEO will be forward facing in the community, representing Delhi Center’s mission and vision to all stakeholders, consistently promoting awareness and value the organization provides to the community.

Board and Strategic Visionary Leadership

• Lead a collaborative process with the Board of Directors and its committees, executing decisions effectively and ensuring that the Board of Directors and its committees are informed of critical developments in a timely, efficient and effective manner.
• In partnership with the Board of Directors and senior management team, develop and implement strategies to foster the acceleration of Delhi’s mission, support leadership, and nurture/sustain the engagement of all staff members.
• Continue to support the development and cultivation of a strong Board of Directors, representative of Delhi’s diverse community.
• Lead, and with the Board Chair, contribute to the development of the board and play an integral role in developing prospects and cultivating major donors and funding agencies.

Program Management

• Evaluate existing and future programmatic needs especially as it relates to Social Determinants of Health (SDOH) which have a major impact on people’s health, well-being, and quality of life as well as other services in alignment with its mission and Delhi’s strategic vision.
• Assess, oversee, and execute programmatic excellence by establishing operational benchmarks and setting timelines to achieve strategic goals.
• Continually review and evaluate programs and report findings to the Board of Directors accordingly.

External Relations and Fundraising

• Operate as the Chief Development Officer in guiding the increased awareness and impact of the organization, clearly articulating its mission, vision, programs, and strategic direction.
• Develop a comprehensive fund development plan that includes the expansion of government grants, identifies individual and corporate prospects and donors, and enhances a short- and long-term diversified funding base.
• Oversee the development and best practices to operationalize rental space management to maximize rental and other earned income opportunities.
• Continue to raise the public profile of Delhi by serving as a key spokesperson and advocate for the organization, as well as being a visible, visionary, and influential leader and fundraiser in the community.
• Define and execute the strategy of effectively mobilizing volunteers in support of its programs.
• Continuously assess community needs, evaluating partnership opportunities to promote programs uniquely suited to the mission.
• Assess, manage and develop fundraising systems to ensure ongoing engagement and stewardship of key donors and donor prospects.
Human Resources
- Direct personnel to ensure that the organization is effectively structured and staffed with competent and high-performing employees; responsible for maintaining a diverse and equitable work culture.
- Manage an effective performance management system for all employees that will include setting objectives and completing evaluations on an annual basis.
- Motivate, build, guide, train, and lead a high-performing management team and provide mentoring as a cornerstone to management development.
- Foster engagement, team building, and consensus across the organization through regular meetings, collaboration, and other professionally sound methods.
- Oversee key cultural initiatives and ensure collaboration with all department leaders.
- Lead, motivate, manage, and develop staff to evoke passion for Delhi’s mission, and foster an environment committed to continuous improvement.

Financial and Operational Management
- Oversee the Associate Director and work with the Board Treasurer to effectively manage, monitor, and oversee all financial reporting including management of budget and revenue; oversee facilities, risk management, and operational management.
- Assess financial systems, including accounting/budgeting software, to ensure efficient and effective workflow.
- Approve budget and expenditures within parameters set in the board, bylaws and program policies.
- Oversee all legal contracts.
- Execute all other reasonable duties as assigned by the Board of Directors.

Professional Experience and Qualifications
- Passion for mission.
- Imagination, vision, leadership, and integrity and an understanding of the role of SDOH in collaborations, funding, programming, and strategizing.
- Bachelor’s Degree required.
- A minimum of 2-3 years senior management experience with increasing levels of responsibility and management of staff, preferably with a nonprofit and direct stewardship of Boards of Directors.
- A demonstrated ability to effectively build philanthropic investment and earned revenue sources.
- A demonstrated ability to plan and operate strategically, build public support, strengthen infrastructure, inspire staff as well as the board of directors, and to develop/grow effective programs.
- Exceptional financial, organizational, and administrative skills.
- The ability to set goals and objectives, with strong execution and follow-through skills.
- Must have outstanding writing and oral communication skills and demonstrated ability to work effectively with and gain the respect and support of varied and changing constituencies including staff, board members, potential donors, volunteers and other related organizations or individuals as required.
- A team leader with a track record of managing a staff inclusive of hiring, rewarding, and retaining talent, and providing empowerment to the entire team.
- Ability to handle multiple tasks and responsibilities and to operate both independently and hands-on with the flexibility to be part of a team.
- Bilingual English/Spanish.
- Computer literate: Knowledge of Word, Excel, and adaptability to learn database software.
The ideal candidate will demonstrate the following capabilities.

- Commitment to the mission and work of the agency with the credibility and persuasiveness to secure support from others.
- A manager who leads by example and exemplifies the values and ethics of the organization.
- An organized individual with strong creative and conceptual skills.
- A doer who functions effectively without being autocratic or political; must be a team player who is inclusive, flexible, creative, energetic, and fair minded.
- A decisive and resourceful individual who will accept responsibility and take charge of results, as well as work successfully with limited resources.
- A self-starter who is confident enough to express opinions, to forge ahead when appropriate and hold back, when necessary, with a sensitivity to the feelings and opinions of others.
- An energetic person who is emotionally mature and dependable, a collegial individual.

The position offers a salary range of $140k to $165k plus performance bonus and a comprehensive benefits package.

Please send resumes to:
Sterling Search, Inc.

Click here to apply:
For a confidential conversation email/text/call Linda Yeomans Linda@sterlingsearchinc.com or 714 388 8602

Direct all correspondence, emails, and telephone calls to Sterling Search
Any resumes sent or telephone calls made to Delhi Center will be redirected to Sterling Search