



On behalf of our client, *Provide, Inc.*,  
Marcum Executive Search is conducting a retained search for their

# Executive Director

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**Position Profile**  
**Executive Director**  
**Provide, Inc.**

Provide, Inc. seeks an innovative and passionate Executive Director (ED) to lead the organization's work to build a health system that, in a climate of diminishing access, is equipped to respond to health care needs around abortion. This position offers the opportunity to build upon the organization's 25-year history of working within the healthcare industry to significantly transform the sector's response to abortion and ensure access to safe abortion care in a manner that honors the worth, realities, and self-determination of all people. The incoming ED will succeed Melanie Zurek, who will leave the organization after 15 years of service. The ideal candidate will assume the role in July 2019.

**The Organization**

Founded in 1992, Provide is a national nonprofit that works in partnership with health and social service providers to build a health system that is equipped to respond to healthcare needs around abortion. Provide brings a quarter century of experience working within the healthcare industry to support professionals to address abortion as part of their practice. Through a combination of local organizing, clinical training, and advocacy within health care institutions and professional groups, Provide successfully expanded the depth and breadth of clinicians and settings providing abortion throughout the country. From 2001 to 2010, Provide identified, trained, and supported over 150 primary care clinicians to provide abortion care.

Since 2011, in response to the exceptional political and social barriers to abortion provision in Southern and rural communities, Provide has focused on abortion referrals, with a particular commitment to improving access to abortion care in the highest-need parts of the country. Eight years later, the organization has the capacity to support individual and institutional-level health and social service providers to navigate the highly politicized issue of abortion and better serve patients. These partnerships cultivate the integration of abortion referrals practices throughout five critical systems of care for patients of reproductive age – domestic violence & sexual assault, HIV, primary care, family planning, and substance use disorder – and foster an environment better equipped to address abortion care needs.

Provide currently operates with a diverse **remote workforce** of 21 staff located across the United States with local teams across nine Southeastern states, where the majority of its work is focused. It is governed by a 9-member Board of Directors, comprised of state, national, and global leaders in women's and community health. The ED has three direct reports including the Senior Director of Programs, Director of Program Evaluation, and Director of Finance and Administration. Currently, the ED also temporarily supervises a three-person External Relations team, including the Communications Manager, Individual Giving Manager, and Strategic Engagement and Grants Manager (*the new ED will reassess this temporary structure*). The organization's current budget is approximately \$2.7M.

For more information, visit [www.providecare.org](http://www.providecare.org)

## **Leadership Outlook and Near-Term Organizational Priorities**

In the next few years, Provide will:

- Maintain abortion referrals as a core program by deploying proven and creative new strategies that support front-line health and social service providers.
- Maintain a strong monitoring and evaluation program that builds internal and external knowledge of abortion referrals as a component of comprehensive client-centered care.
- Develop innovative approaches to support workers and respond to their and their clients' changing environment and evolving needs; employ established structures and frameworks to guide organizational learning and the development of new programmatic directions.
- Retain a strong organizational identity centered on front-line workers and pregnant people in underserved communities.
- Broaden and engage the donor community to raise the new funds needed to support core and new programming.
- Engage a broader internal and external community in understanding and thinking about the ways in which essential components of Provide can contribute to a broader strategy that ensures critical healthcare needs are met with dignity and respect.
- Continue to foster organizational learning and excellence in remote work management and organizational structure.

## **The Position**

The new ED will lead an organization that is highly regarded for its knowledge and expertise. The new ED will assume leadership of the day-to-day operations of the organization, and provide guidance as the organization grows in both program scope and number of persons served. The new ED should be passionate about Provide's work, a visionary about Provide's future direction, and provide strong, credible leadership to the organization. The new ED will also guide the organization to work at the highest standards of impact and integrity.

## **Key Responsibilities**

Accountable to the Board of Directors, the ED is responsible for the organization's consistent achievement of its mission and financial objectives. Primary responsibilities are to:

- Assure that near-term and long-range strategies are in place that leverage and build Provide's strengths and build upon Provide's mission and core values.
- Lead the organization's efforts to strategically respond to growing geographic, racial, and income-based disparities in access through innovative partnerships and programming.
- Engage in robust fundraising to ensure that the organization achieves its resource development goals necessary to achieve near and long term operating needs.
- Collaborate alongside and build relationships with health organizations to work towards a common goal of ensuring access to abortion services.
- Represent Provide as its executive leader, internally and with the public.
- Communicate organizational vision and strategy to staff, program partners, donors, and the public.
- Maintain a climate that attracts, retains, and motivates a diverse staff; create an environment for mentoring staff.
- Oversee all financial systems and ensure fiscal accountability and integrity.

- Support Board development efforts to ensure that the Board of Directors is a diverse body that effectively governs organizational affairs and understands the condition of the organization and all important factors influencing it.

## **Experience and Attributes**

Ideal candidates for this position will share Provide's deep and unwavering passion for reproductive health. Candidates will also bring a variety of experiences and attributes to Provide, including:

- Visionary and entrepreneurial leadership skills with a willingness to take risks and an ability to lead bold, innovative, programmatic strategies through a well-defined strategic plan; ability to navigate treacherous politics.
- Sincere commitment to the goals and values of Provide, its unique assets and strengths, and to the people and communities with which it works; a passion for and understanding of the importance of Provide's work.
- Demonstrated ability to collaboratively partner with other organizations to achieve shared goals within Provide's five focus areas in new and creative ways.
- Experience in representing an organization to external audiences (funders, partners, etc.).
- A strong racial equity lens; experience in confronting and dismantling systems of racial and ethnic inequalities and the policies that perpetuate them.
- Understand the intersectionality of race and access to reproductive health care in the US, and in particular in the US Southeast.
- Energetic and effective fundraising skills; proven experience connecting to funders and raising funds from national foundations.
- Experience leading an organization or major programs similar to Provide's scale.
- Preference given to candidates who reside in the U.S. Southeast or other areas in the U.S. where abortions are difficult to access.
- Ability to lead an organization through times of uncertainty and transitions.
- Stellar leadership and organizational management skills; experience attracting and retaining a diverse staff; experience leading a virtual team a plus.
- Demonstrated ability to effectively work with a Board of Directors in furthering an organization's mission.
- Ability to trust and delegate to an executive team accountable for carrying out the organization's work.
- Exceptional writing and verbal communication skills including charisma, honesty, and a willingness to listen to multiple perspectives.
- Familiarity with new technologies and/or an ability to enthusiastically embrace new technology
- Significant expertise in reproductive health and allied fields.
- A minimum of 8 years in a senior leadership role.

Salary range - \$160,000-\$180,000.

## **Application Process**

To apply, e-mail resume, cover letter and salary requirements to: [provide@marcumllp.com](mailto:provide@marcumllp.com) (e-mail applications are required). Only complete applications will be considered. For other inquiries contact Ginna Goodenow-Schirf at [ginna.goodenow@marcumllp.com](mailto:ginna.goodenow@marcumllp.com).

*Provide, Inc. provides equal employment opportunities without regard to race, color, ethnicity, religion, sex, pregnancy or recent childbirth or related medical condition, gender identity and expression, sexual orientation, national origin, ancestry, age, disability, the use of a guide or support animal, citizenship, veteran or military status, genetic information, marital status, familial status, domestic or sexual violence victim status, or any other protected characteristic under applicable federal, state or local laws. Resume reviews begin immediately.*

**About Raffa – Marcum’s Nonprofit and Social Sector Group**

On behalf of Provide, Raffa – Marcum’s Nonprofit and Social Sector Group is working with the Board of Directors to advance the Executive Director search. Founded in 1984 and recently merged with Marcum, Raffa is, and always has been, a mission-driven professional services firm seeking to do more for nonprofits and socially conscious companies. We exist to do meaningful work for organizations like Provide who are making a difference in our communities and our world.