



EXECUTIVE SEARCH OPPORTUNITY PROFILE

*For the position of:
President/CEO*

Caring Network
April 2020



**executive
search &
recruitment**

ADVANCING NONPROFITS

SUMMARY OF THE OPPORTUNITY

We are pleased to announce our search for the next President of the Caring Network of Illinois. This first of two forthcoming searches will be a critical next step in the growth of this Christ-centered, front-line ministry called to love and serve in the fight for life on the outskirts of Chicago in beautiful DuPage County and beyond.

Changing hearts and saving lives, Caring Network is the first step for women facing an unplanned pregnancy. With nearly 40 years of innovative service, its team has honed its skills, bringing the very best tools into the crisis of an unplanned pregnancy—the latest in ultrasound technology and counselors skilled in intervention, addressing the complex issues that compel a mother to seek abortion as her answer. In almost four decades, Caring Network has been used by God to save many thousands of lives!



Focusing on serving the Chicago suburbs through its six centers, Caring Network welcomes women with unconditional love, Christ-centered counsel, and critical resources that offer the light of hope and truth. Caring Network works to prevent unplanned pregnancies while providing emotional support, spiritual counsel, and practical help to anyone dealing with the effects of an unplanned pregnancy. Parenting support is available through four supporting local churches.

Caring Network has enjoyed a history of strong, visionary, and stable executive leadership. However, its most recent full-time President, who was promoted from within, has had an early and unexpected transition for health reasons. She was preceded by a well-respected and successful president of 20 years who has remained engaged in both volunteer and part-time capacities upon request of the board. Since the departure of its recent president, the ministry has been led on an interim basis by a board member and local church leader. Although this season of transition was unanticipated, it has allowed the board to gain deeper insights and demonstrate its ongoing commitment while allowing staff and personnel to continue their life-saving work.

The interim president and board are now eager to identify, recruit, and support a visionary new president who embodies the ministry's values of humility and compassion while sharing its passion for the cause of life in DuPage County and beyond. Vision is paramount because the opportunity for increased care is huge and the need could not be more compelling. Caring Network is a prayerful ministry deeply rooted in the Word of God and well-supported by local churches. At a time of great need in its service area, the ministry is poised for further impact as it seeks to change lives, one person and family at a time.

CARING NETWORK: MAKING BIRTHDAYS HAPPEN SINCE 1981

In 1981, a group with a heart for protecting women and nurturing life came together with a common dream—to save lives and rescue moms by empowering women who experience an unplanned pregnancy to choose life. By providing women in crisis with emotional and spiritual support as well as practical help, this group believed they could make a lasting difference in the lives of women and their families. This is how CareNet of DuPage, the predecessor to Caring Network, was born. First came a hotline answered in a mechanic's garage followed shortly thereafter by a storefront office in Villa Park.



Since these humble beginnings nearly 40 years ago, multiple new centers and critical services have been added. The dedicated counselors and medical team serve thousands of women and men each year in DuPage County and beyond. One year ago, God led the organization to further develop its brand in recognition of its broader ministry calling. The help centers became known as Avenue Women's Center, and the overall ministry name changed to Caring Network, thus freeing the ministry to extend its impact beyond its original geographic footprint. God calls Caring Network to serve women most at risk of choosing abortion, and these changes reflect the ministry's growth mindset as it continues to pursue that goal.

Although much has changed in the decades that Caring Network has been ministering to families in the Chicagoland communities, their mission has remained steadfast. Caring Network remains committed to serving Christ by loving women in need unconditionally and saving the lives of their children.

Founded by pastors and community leaders almost 40 years ago, Caring Network enjoys a stellar reputation in the community and beyond, having become a model and mentor organization for similar ministries throughout the country. The organization benefits from strong engagement and support among local churches and has become an industry leader, recognized nationwide for effectiveness in reaching abortion-vulnerable women. Their strong support base appreciates that this organization is never standing still but has dynamic vision to reach more abortion-minded women, save more unborn babies, and raise up more ministry partners. Strong leadership and great vision have made Caring Network a leader among the pregnancy resource centers in the Chicago area and beyond, enjoying a reputation of being innovative and on the cutting edge of the pregnancy center ministry nationally. The goal of serving Jesus Christ through excellence permeates all of Caring Network's programs and activities.

"I was 17 when I found out I was pregnant. I was a senior in high school and didn't know where to turn. I went to Avenue to discuss my options but in my heart, I knew I wanted to keep it. I went through with the pregnancy with the help of Avenue and their connections with the community. They made me feel like I wasn't alone. My son is now 6 and I have another child on the way. It was hard but it's not impossible if you have the support you need!"

CARING NETWORK: THE WORK

Avenue Women's Center

For nearly 40 years, Caring Network has remained committed to their core mission: to reach women at risk of choosing abortion, share the hope of Christ, and provide practical support to spare children and their mothers from the lasting pain of abortion. Caring Network provides all services at no charge, including:

- ♥ Pregnancy tests
- ♥ Abortion alternative counsel
- ♥ Ultrasound scans
- ♥ Abstinence education
- ♥ Spiritual counsel
- ♥ Community resource referrals and liaising
- ♥ Material goods support
- ♥ Parenting resources
- ♥ Healing for post-abortion grief



Caring Network pregnancy counselors understand the obstacles women face in an unplanned pregnancy: pressure from family or friends to choose abortion, financial and medical concerns, relationship challenges, fear of the unknown, guilt and shame, all surrounded by a culture that does not respect God's gift of life. Their counselors are steeped in God's truth, motivated by compassion, and skilled at discerning the unique needs of each client. Caring Network pregnancy consultants empower women to choose life and point women in difficult circumstances toward meaningful hope.

In one year, Caring Network provides approximately 800 pregnancy tests. When a woman learns she is pregnant, Caring Network consultants are prepared. But many pregnancy tests are negative, and this provides a unique opportunity to discuss abstinence. Another important part of Caring Network's mission is working to prevent unplanned pregnancies. Caring Network believes in God's plan for His people, to save an intimate relationship and children for marriage. Each year, Caring Network shares the message of abstinence with many women and couples.

Recognizing the potential to save lives, Caring Network began ultrasound services in 2002. Ultrasound not only reveals to a mother her unborn baby, but also provides critical information to a woman searching for answers. Ultrasound confirms the viability of the pregnancy and the possibility of miscarriage. For a woman seeking abortion, this information is crucial.

Pregnancy Care- The Connections Program

Many women feel compelled to consider abortion because they lack support. Caring Network's Connections program was developed to encourage local churches to form relationships with women who may have little or no support during their pregnancies. The purpose of the program is to form a network of support around a woman and her baby, so that her quality of life will be enhanced and her spiritual life may be further developed. Connections groups provide a baby shower and commit to praying for the moms they serve. They may provide other practical help and invite their moms to participate in group activities.



Healing Wounded Hearts- The Restore Program

For over 20 years, Restore After Abortion has been caring for individuals throughout Chicago's western suburbs. With almost 60 million abortions since it became legal in the U.S. in 1973, many people are suffering with guilt and grief from a past abortion experience. Restore provides free post-abortion care for women, men and teens in group or individual settings. Restore offers hope and healing for those who are suffering from grief, depression, anger, and anxiety due to their past abortions. All support is provided by a team of caring professionals. Most of whom have personally experienced abortions and have been trained specifically in recovering from the effects of post-abortion stress.



CARING NETWORK: CONTEXT AND IMPACT

In June of 2019, the State of Illinois passed SB 25, one of the most progressive pro-abortion laws in the country. The law revoked 40 years of Illinois abortion law, in effect making Illinois the abortion capital of the U.S. Gone are all protections for the unborn, including late term abortions and born alive legislation. If a child survives abortion, no extra ordinary measures can be used to help the baby survive. Considering the abortion restrictions in the states surrounding Illinois, abortionists have already started to expand and build new facilities, anticipating an influx of out of state clients. Planned Parenthood opened up a new 18,000 square-foot facility in Fairview Heights, IL on the Illinois/Missouri border.

In order to reach and serve the 4,500 women facing unexpected pregnancies in its service area, Caring Network has increased both outreach and access to their services by expanding its number of centers to six in order to cover all of DuPage County and reach into neighboring counties. Because of this increased outreach, the ministry has seen a record percentage of abortion-vulnerable women coming in its doors. In 3 out of 4 consultations with their clients, Caring Network counselors find an opportunity to share the Gospel and bring the Lord's saving message to these moms.

LIVES CHANGED: KRISTEN

Kristen came to our center strongly leaning toward abortion. Her family knew of her pregnancy and were far from supportive. She was overwhelmed and afraid she would be disowned, if she kept the baby. Knowing this, Kristen was not sure what options she had left. During her session with her pregnancy counselor, she cried and shared all of her fears. Kristen shared about her faith in God, and her counselor was able to assure her of God's strong and mighty love. That made all the difference! After much talking, Kristen was encouraged to approach her parents again with her desire to continue the pregnancy and a plan to make it all work. Just days later, Kristen reached out to her counselor, letting her know about her miraculous conversation with her parents. Remarkably, they were now supportive, and Kristen knew she should become a parent with their help. Amazing—she was so thankful that she came to Avenue Women's Center. God does not think like people do!

Isaiah 40:29 *He gives strength to the weary and increases the power of the weak.*

THE OPPORTUNITY: QUALIFICATIONS, COMPETENCIES, & RESPONSIBILITIES

Position Overview

The President has responsibility to the Board of Directors for Caring Network's mission effectiveness and advancement in achieving the vision. The President is responsible for providing leadership to the ministry overall and supervision to key leadership staff. The President will be a results-driven, entrepreneurial professional who provides leadership for growth and next levels of performance for all departments reporting – one who is able to unify and inspire staff around a shared vision to accomplish more together than they thought possible. The President will provide strategic direction for the ministry. S/he will be energetic and resourceful, possessing exceptional interpersonal skills. This top leadership position is the spokesperson for the ministry with both internal and external constituencies and therefore must communicate the highest levels of trust, integrity, and personal character.

Summary of Required Experience

- ❖ A vibrant walk with Jesus Christ and be in agreement with our Statement of Faith.
- ❖ Passionate about the pro-life movement and the life of the unborn.
- ❖ Minimum of 10 years of progressive experience in leadership/management, with a successful track record of leading teams and exceeding objectives.
- ❖ Demonstrated success in working with major donors and motivating partners to give to the vision.
- ❖ Success in out-front leadership – with record of casting vision and telling the story of the organization. Public speaking confidence as evidenced by event success.
- ❖ Demonstrated knowledge and progressive experience in multiple areas of management: HR, financial, program, IT, development and administrative.

Key Factors for Success at Caring Network

- ❖ Leadership – visionary, strategic thinker, initiative, sense of calling, decisive, instills confidence, inspires others to do more.
- ❖ Spiritual – deep mature walk as evidenced in personal relationship with Christ, openness to God's leading, membership in a biblical church, comfort in ministering to staff and leading in prayer.
- ❖ Management – ability to set goals and hold staff accountable for attainment, skill in leading group meetings and discussions, ability to set bar high – to coach staff to excel, discernment for HR decisions.
- ❖ Resourcing the ministry – confidence in relaying a vision, able to connect with others in a variety of settings, track record of success.
- ❖ Spokesperson – confidence before larger groups and radio, ability to project/capture hearts and minds, ability to craft vision message, personal warmth balanced by professional image.

Responsibilities

- ❖ Lead the ministry to achieve strategic goals necessary to fulfill the mission and vision of Caring Network.
 - Demonstrates initiative and creativity in overcoming ministry challenges.
 - Decisive and able to make difficult decisions while preserving relationships.
 - Thinks strategically, able to analyze data and trends, capturing opportunities.
 - Maintain high communication level with staff, connectivity between departments.
- ❖ Lead the ministry spiritually through demonstrated dependency on God through prayer and His word.
 - Biblical literacy is critical as opportunities abound to lead spiritual discussions.
 - Caring Network follows the “development as ministry” model, allowing partners to realize their full giving potential by serving Christ through their financial partnership.
- ❖ Provide leadership for key constituencies in community. Oversee campaigns and communications to manage PR and all income streams for ministry.
 - Develop and oversee the execution of fundraising priorities and strategies to resource the ministry.
 - Provide oversight to Communications and Special Events to support fundraising goals.
- ❖ Personally, manage a portfolio of individual partners making gifts of significance to the ministry.
 - Work individually with portfolio of partners, creating accessibility and ownership to the ministry.
 - Ability to execute and be an example to Development team.
- ❖ Oversee budgeting, auditing and gifting processes ensuring integrity.
 - Oversee procedures for proper stewardship of gifts and reporting.
 - Ensure that budgets are strategic, positioned to advance Caring Network’s vision.
- ❖ As the public “face” of Caring Network, represent the ministry through media interviews, church speaking, public presentations, annual events and staff meetings.
 - Create and capture opportunities to cast vision and invite partnership.
 - Develop social media opportunities.
- ❖ Set and oversee policy and procedures, HR decisions and professional growth for staff.
 - Keep current with laws and trends.
 - Working with leadership team, oversee professional growth.



COMPENSATION, BENEFITS, AND LOCATION

Compensation and benefits for this position are competitive with comparable opportunities. Caring Network is committed to attracting and retaining exceptional leadership. This position will be based at Caring Network’s corporate headquarters in Glen Ellyn, Illinois. Relocation assistance will be available for the successful candidate.

THE SEARCH AND SELECTION PROCESS

DB&A Executive Search & Recruitment has been retained by Caring Network to conduct this search for the President/CEO. Candidates will be identified through a number of sources; DB&A consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by members of Caring Network's selection committee who will be involved in all aspects of the process, including interviewing finalists and participating in the decision-making process.

The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. Caring Network is an equal opportunity employer. All reasonable efforts will be made to protect the confidentiality of candidates. Additional information may be obtained by visiting <http://www.DBA-Search.com>



Cole Costanzo, Chief Executive Officer

Email: resumes@dickerson-bakker.com

1998 Hendersonville Rd

Suite 23

Asheville, NC 28803

DBA-Search.com

APPENDIX



Vision Statement

“Glorifying Jesus Christ, we seek to protect the unborn by eliminating the suffering from and desire for abortion in DuPage County.”
(Luke 18:15)

Mission Statement

“To honor and glorify Jesus Christ, the author and creator of life, by bringing His love and compassion to anyone impacted by an unplanned pregnancy.” (John 3:17) “To work to prevent unplanned pregnancies, to provide emotional support, spiritual counsel and practical help to anyone dealing with the effects of an unplanned pregnancy.”

The Caring Network Statement of Faith

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons; Father, Son, and Holy Spirit.
3. We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful man, regeneration by the Holy Spirit is absolutely essential, and that this salvation is received through faith in Jesus Christ as Savior and Lord and not as a result of good works.
5. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life and to perform good works.
6. We believe in the resurrection of life, and those that are lost, are lost unto damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ.