

Organization Name:

Hope's Promise

Position Title:

Executive Director

Position Type:

Full-Time, Executive Leadership, Onsite

Location:

Castle Rock, Colorado
1585 S. Perry St., Suite E
Castle Rock, CO 80104

Organization & Opportunity

For more than three decades, **Hope's Promise** has been changing the lives of children and families through Christ-centered foster care, domestic adoption, pregnancy counseling, and global orphan care. Founded in 1990, the organization has built a strong reputation for ethical practice, faithful stewardship, and compassionate service to vulnerable children and families. Hopes Promise WP

With the **upcoming retirement of its current Executive Director**, Hope's Promise is seeking its next leader to build upon a strong organizational foundation and thoughtfully guide the ministry into its next chapter. This is a planned leadership transition and an opportunity for the incoming Executive Director to honor the organization's longstanding mission and culture while continuing to strengthen its impact throughout Colorado and internationally.

The Executive Director serves as the chief executive officer of Hope's Promise and reports directly to the Board of Directors, with responsibility for organizational strategy, operations, financial stewardship, fundraising, people leadership, community engagement, and oversight of the organization's programs.

Foster care experience will be particularly important in this search. Hope's Promise launched its foster care program in 2020, and it has quickly become one of the organization's most significant strategic accomplishments. The program reached financial sustainability in 2024 and continues to represent an important area of growth and impact for the organization. Hopes Promise WP In 2026 alone, Hope's Promise has served 71 foster children, certified or recertified 46 foster families, and served families across 12 Colorado counties.

Key Responsibilities

The Executive Director will:

- Provide strategic leadership while preserving and advancing Hope's Promise's Christ-centered mission, vision, and values.
- Partner closely with the Board of Directors to establish long-term priorities and translate those priorities into organizational action.
- Provide executive oversight across foster care, adoption, pregnancy counseling, and international orphan care programs.
- Oversee organizational operations, financial planning, budgeting, fiscal stewardship, compliance, and long-term sustainability.
- Serve as a visible ambassador for Hope's Promise among donors, churches, government agencies, community organizations, and strategic partners.

- Lead fundraising and donor-development efforts while expanding community awareness and organizational partnerships.
- Recruit, develop, mentor, and retain strong leaders and foster a collaborative culture rooted in integrity, humility, and servant leadership.
- Maintain a transparent and highly collaborative relationship with the Board of Directors. Hopes Promise WP Hopes Promise WP Hopes Promise WP

Leadership Profile

Hope's Promise is seeking a mission-driven, relational leader who can balance **strategic vision with hands-on organizational leadership**. The successful candidate will bring strong financial and organizational stewardship, executive-level communication skills, the ability to develop and empower others, and sound judgment when navigating complex organizational decisions. Hopes Promise WP

Just as importantly, the Board is seeking someone who can lead in a way that aligns with the organization's Christian identity and approaches leadership with humility, integrity, emotional intelligence, and a servant-hearted commitment to vulnerable children and families. Hopes Promise WP

Qualifications & Experience

Candidates should bring:

- **Meaningful professional experience in foster care and/or the child welfare system is a key priority for this search.** The Board is particularly interested in leaders who understand the complexities of serving vulnerable children and families and can effectively lead within a regulated child welfare environment.
- Experience working with foster families, child placement agencies, county or state human services departments, licensing requirements, or related child welfare systems is highly valued.
- Executive or senior leadership experience with responsibility for organizational strategy, operations, financial stewardship, and organizational growth.
- Demonstrated experience with budgeting, fiscal management, human resources leadership, program oversight, strategic planning, and policy development.
- Experience partnering effectively with a Board of Directors and supporting strong nonprofit governance.
- Demonstrated fundraising and relationship-development experience with donors, churches, foundations, and community partners.
- Experience building, developing, and retaining strong teams while fostering a collaborative organizational culture.
- Experience in adoption, family services, pregnancy counseling, international orphan care, or another mission-driven human services setting is beneficial.
- A demonstrated commitment to Hope's Promise's Christ-centered mission and values.

Colorado Licensing Requirements

Because Hope's Promise is a licensed Child Placement Agency, the Executive Director must meet the State of Colorado's applicable administrative qualifications. Candidates must meet **one of the following pathways**:

Option A: Bachelor's degree from an accredited college or university with at least 30 semester hours in social or behavioral sciences, plus five years of administrative leadership experience following completion of the degree, including at least two years supervising professional staff and two years with budget and fiscal management responsibilities.

OR

Option B: Master's degree or higher from an accredited college or university with at least 30 semester hours in social or behavioral sciences, plus two years of administrative leadership experience that includes supervision of professional staff and budget or fiscal management responsibilities. Hopes Promise WP

Compensation

Compensation: Compensation and benefits information will be discussed during the search process.

How to Apply

Candidates interested in formally applying should submit a resume to the following:

Hannah Haas

Executive Recruiter

Reaction Search International

hannahh@reactionsearchinternational.com

800-832-8268 ext. 220

Upon receipt, Hannah will connect directly with qualified candidates to provide additional information about the opportunity and discuss next steps in the search process.