

## EXECUTIVE DIRECTOR

*Safe today. Strong tomorrow.*

Synergy Services, Inc. (Synergy) is seeking a dynamic, experienced, mission-driven Executive Director to strategically lead the organization in advancing its mission to overcome family violence, abuse, and neglect while strengthening the well-being of the community. The successful candidate will deepen and broaden Synergy's work and impact, serve as an outstanding relationship builder to internal and external stakeholders, and build fund development that sustains a thriving organization.

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## ORGANIZATION

Synergy Services is a leading nonprofit organization dedicated to strengthening families, protecting children, and building safe, thriving communities across the Kansas City metropolitan area. For more than four decades, Synergy has been a trusted resource for individuals and families impacted by domestic violence, abuse, homelessness, and trauma—providing life-saving support, compassionate care, and evidence-based services that foster long-term resilience.

Founded on the belief that every person deserves safety, dignity, and the opportunity to thrive, Synergy Services has grown into a comprehensive multi-service agency offering a full continuum of care. Its programs span prevention, intervention, shelter, clinical services, education, and long-term support—meeting clients wherever they are on their journey toward healing. Each year, Synergy provides 61,000 nights of safety to children, teens, and families in its residential programs and nearly 65,000 hours of programming to its communities.



### Mission & Values

Synergy envisions a world free of family violence and its mission is simple and powerful: to strengthen individuals and families through supportive services and to create a community free of family violence. This mission drives every decision, program, and partnership across the organization.

### Core values include:

- **Safety:** Ensuring all clients, families, and staff experience physical and emotional security.
- **Compassion:** Meeting individuals with dignity, empathy, and respect.
- **Equity:** Delivering services that are inclusive, trauma-informed, and culturally responsive.
- **Collaboration:** Working with community partners to expand impact and improve outcomes.
- **Accountability:** Upholding the highest standards of care, professionalism, and stewardship.



Serving over 27,000 clients across 9 locations throughout Kansas City, Synergy has an annual operating budget of \$20M and a team of 220+ passionate staff. Synergy is recognized for its collaborative culture, mission-driven work, and unwavering commitment to innovation and equity. To learn more about Synergy Services, please visit [Synergy Services](#).



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## POSITION

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Reporting to the Board of Directors, the Executive Director helps set and implement the strategic direction and provides internal and external leadership to continually increase Synergy's impact. The Executive Director is responsible for the organization's consistent achievement of its mission, program goals, and financial objectives, ensuring the delivery of quality services to clients and the implementation of effective and efficient overall operations. This role oversees all program, clinical, and administrative operations, ensuring compliance, evaluation, and organizational integration. The Executive Director works closely with the leadership team which currently includes eleven Vice Presidents who collectively manage all areas of the organization.

The Executive Director will join a team committed to making measurable differences in the lives of children, youth, adults, and families every day. This is an opportunity to lead meaningful change while working with an organization deeply rooted in compassion, excellence, and community impact.

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## RESPONSIBILITIES

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The Executive Director is responsible for the overall planning, implementation, and evaluation across the agency's programs, operations, and fundraising. Key responsibilities include building and maintaining an exceptional staff, securing and managing funds to sustain and grow the agency, and fostering a strong partnership with the Board of Directors. The Executive Director serves as the public face of the organization.

Responsibilities include:

- Provide visionary leadership to staff, board, and community partners.
- Ensure financial health through strong fiscal oversight and fund development.
- Maintain high-quality services for clients while ensuring compliance with licensing, accreditation, and agency policies.
- Foster a trauma-informed, resilient, and inclusive organizational culture.
- Serve as a visible leader in the community, advocating for the agency's mission.



## QUALIFICATIONS, EXPERIENCE & PERSONAL ATTRIBUTES

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Successful candidates will be passionate about Synergy's mission, programs, and the people that Synergy serves and will bring a variety of skills, experiences, and attributes to the organization, including:

### *Professional Experience*

- Visionary and inspirational leadership that energizes stakeholders.
- 10+ years of executive-level leadership experience, with a preference for nonprofit leadership in the social services space in a like-sized organization.
- Experience with fund raising, community engagement, and advocating on behalf of an organization and its mission.
- Proven business and financial acumen, with experience managing budgets of at least \$16M, as well as demonstrated success in maintaining fiscal stability.
- Demonstrated knowledge of strategic, operational, financial, and program planning and evaluation.
- Bachelor's degree required; Master's preferred in a related field (mental health, social services, nonprofit management).



### *Personal Attributes*

- Passion for serving families, youth, and individuals impacted by violence and trauma.
- Excellent relationship building skills with the ability to connect with and engage across a community of stakeholders.
- Excellent interpersonal skills, including respect and compassion for others, approachability, gravitas, and comfort in leading difficult conversations when necessary.
- Open-minded, empathetic, and willing to collaborate with staff around new initiatives.
- Resourceful, nimble, humble, and creative.

## WORK ENVIRONMENT

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This position is based at Synergy Services' administrative office in Parkville, MO, and has an anticipated start date of Q1 2026. Synergy has a collegial, collaborative culture in a mission-driven work environment that includes an unwavering commitment to innovation and equity. Synergy offers an excellent benefit plan that includes health insurance, a 401(k) retirement plan, other insurance, paid time off, and other benefits.



## APPLICATION PROCESS

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Synergy Services has retained a professional search firm, CBIZ Talent Solutions' Nonprofit & Social Impact Practice, to lead the executive search process. Individuals interested should email a copy of their resume and cover letter to [Samantha.sadiv@cbiz.com](mailto:Samantha.sadiv@cbiz.com). For any inquiries, contact Karen Schuler at [Karen.schuler@cbiz.com](mailto:Karen.schuler@cbiz.com).

## EQUAL OPPORTUNITY EMPLOYER

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Synergy and CBIZ firmly support the principle and philosophy of equal opportunity for all individuals, regardless of race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity or veteran status in its employment practices and in its policies and procedures.

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