



## REGIONAL YOUTH ADULT SOCIAL ACTION PARTNERSHIP (RYASAP) EXECUTIVE DIRECTOR ANNOUNCEMENT

**RYASAP: Catalyst for Community Change** is an innovative and entrepreneurial multi-service nonprofit organization serving Greater Bridgeport, Lower Fairfield County and the state of Connecticut, that seeks a dynamic, experienced and visionary leader to serve as its next Executive Director.

### Who We Are

RYASAP was established in 1985 and incorporated as a nonprofit corporation in 1991. ***Its mission is to be a catalyst in communities to ensure the healthy development of youth, young adults and families free of the challenges of crime, violence, trauma, substance misuse and racial and ethnic disparity.*** RYASAP convenes, inspires and emboldens community members and institutional partners to tackle the challenges of criminal justice reform, community violence prevention and behavioral health issues. The website is [www.ryasap.org](http://www.ryasap.org)

RYASAP adheres to the following values:

- An asset-based approach that identifies and activates the positive attributes of young people and communities;
- An “Open Table” where community needs/resources are discussed and action plans are developed and informed by those most directly impacted;
- A commitment to identify and develop the leadership skills and talents of all staff and to offer opportunities for advancement;
- A strong focus on advocacy on behalf of our participants and community, promoting systems reform and policy changes at the local, state and national level. RYASAP’s programs and initiatives provide models to be replicated statewide and nationally.
- A commitment to reducing racial and ethnic disparity in all of the systems young people and families frequent.

RYASAP’s model for community change is three-tiered<sup>1</sup>:

(1) ***Creating innovation through direct services***, RYASAP diverts young people away from the juvenile and adult justice systems through its ***Juvenile Review Board*** in Bridgeport, ***mediation and conflict resolution services*** in the juvenile courts in Western Connecticut and ***StreetSafe Bridgeport***, a local gang/group intervention and diversion program.

(2) ***Sharing innovation with partners***, RYASAP builds the capacity of others through two AmeriCorps programs – ***Public Allies of Connecticut*** which provides apprenticeships for future leaders in the nonprofit field and ***Prevention Corps*** where AmeriCorps members educate professionals and citizens on opioid misuse throughout Connecticut.

(3) ***Advancing regional and state system reform***, Regionally, RYASAP facilitates the ***Greater Bridgeport/Norwalk Juvenile Justice Task Force*** and the ***Racial and Ethnic Disparity Work Group*** focused on improving juvenile justice systems in Lower Fairfield County. The Task Force has been

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<sup>1</sup> RYASAP’s model for community change is featured in ***Forces For Good: The Six Practices of High-Impact Nonprofits*** by Leslie Crutchfield and Heather McLeod Grant, Jossey Bass 2012

replicated in all 12 juvenile court districts in Connecticut. At the state level, RYASAP administers the ***Connecticut Juvenile Justice Alliance*** that advocates for juvenile justice systems change. The Alliance led the successful campaigns to raise the age of adult jurisdiction from 16 to 18, change transfer to adult court laws and remove low level and non criminal cases from the juvenile courts. RYASAP is also the lead agency for the ***Fairfield County Regional Behavioral Health Action Organization*** that identifies needs, plans responses and advocates for people with substance abuse and mental health concerns.

***RYASAP accomplishes its work through its 20 full and part time staff, 60 AmeriCorps members, a 16 member board of directors and more than 250 volunteers who serve on its committees, task forces and work groups. It derives its annual budget of \$3 Million from over 30 funding sources.***

### **The Position**

The Executive Director position offers the opportunity to lead and grow a highly effective organization primed for additional innovative, transformative and bold action on behalf of youth, young adults, families and communities.

### **Core Competencies**

Visionary Thinker  
Inspirational motivator  
Relationship builder  
Collaborator  
Achievement driven  
Entrepreneur

### **Leadership and Governance**

- Advocate locally, statewide and nationally for RYASAP and the people it serves, maintaining productive relationships with public officials, other nonprofit and community leaders;
- Actively engage volunteers, board members, alumni, partnering organizations and funders;
- Lead, coach, develop and retain high quality staff as part of the RYASAP Leadership Team;
- Develop, maintain and support a strong and involved board of directors, strategic direction and governance structure and serve ex-officio on board committees.

### **Planning and Programs**

- Oversee the development and implementation of a strategic plan including local and statewide expansion;
- Oversee the development of new program areas to better serve youth, adults, families and communities;
- Ensure ongoing local and statewide program excellence through rigorous evaluation;
- Use a results-based framework to set goals, identify resources and set timelines to achieve desired outcomes, and
- Oversee the RYASAP Leadership Team to maintain high quality programming.

### **Fundraising and Communications**

- Maintain positive relationships with all government, foundation, corporate and private funders;
- Identify and act on fundraising opportunities through a variety of venues;
- Provide leadership for at least one annual fundraising event;

- Maintain a strong external presence to enhance RYASAP's visibility and take advantage of new funding, relationship and partnership opportunities;
- Actively engage and motivate board members and volunteers to be involved in fundraising and messaging, and
- Refine all RYASAP communications mechanisms including print, television, film, and social media.

### **Qualifications**

- Passionate commitment to the principles and mission of RYASAP and its communities;
- Advanced degree in a relevant field and/or at least 10 years of senior management experience preferably working with young people, families and communities;
- Knowledge of best practices in working with young people and communities; i.e., prevention programming, behavioral health, juvenile and adult criminal justice and leadership development;
- Proven revenue development success and strong skills in developing, monitoring and managing budgets;
- Persuasive communicator with strong written and oral skills;
- Organizational management skills with the ability to develop high performance teams, and
- Ability to effectively collaborate with and inspire diverse groups of consumers, staff, board and community members.

***Please email a cover letter expressing your interest and unique qualifications for the position and a resume to [resumes81518@gmail.com](mailto:resumes81518@gmail.com). All communications will be held confidential. If you are selected for further consideration, the RYASAP Search Committee will notify you.***