



YOUNG HEARTS OPEN MINDS

HELPING CHILDREN THRIVE IN A RACIALLY DIVERSE WORLD



Chief Executive Officer Position Summary

<https://youngheartsopenminds.org>

February 2026

Organization Overview

Young Hearts Open Minds is an early childhood educational program dedicated to supporting and improving how young children learn about, internalize, and express attitudes regarding racial identity, intolerance, and other biases. The program addresses the concept of differences observed by children at a young age, aiming to reduce racism by reaching children during their earliest cognitive, social-emotional, and language development stages.

Key Strategies

- **Shaping the Early Childhood Educational Environment:** Creating spaces where all children are valued and differences are embraced.
- **Experiential Learning:** Integrating real-life experiences into teaching to help children understand their attitudes and behaviors toward others.

The program provides tools and recommendations for educators to establish safe, open, interactive, and developmentally appropriate learning environments, fostering self-worth and belonging.

Board of Directors

Name	Role/Background
Dr. Sheila Williams Ridge Board President	Child Development Lab School, Institute of Child Development, University of Minnesota
Mary K. Boyd	CEO, MKB Associates; Area Superintendent, St. Paul Public Schools (Ret.); Director of Ramsey County Community Services (Ret.); Dean, Graduate School of Education, Hamline University (Ret.)
Andre Dukes	Vice President of Community Power and Impact Programs, Northside Achievement Zone; Host of Early Risers Podcast
Frank Forsberg	F.P. Forsberg Consulting LLC
Theo Jolosky	Jolosky Market Reasoning; Director of Product Management, Pearson Clinical Assessment (Ret.)
Alberto Montserrate	Co-founder & CEO of New Publica
Bill Svrluga	Founder & Director of Program Development, Young Hearts Open Minds
Daniel Gummit	CEO, Little Free Library

Position Profile: Chief Executive Officer

Summary

The CEO serves as the chief executive, strategic leader, and public representative of Young Hearts Open Minds (YHOM). This role advocates for early childhood environments that help all children thrive in a diverse world, advancing YHOM's mission through measurable results, operational oversight, fundraising, and community engagement.

Ideal Candidate

- Energetic, committed to anti-bias/anti-racism work
- Experienced in public-facing nonprofit leadership
- Background in Early Childhood Education (MN preferred)
- Skilled in engaging donors, foundations, corporate leaders, educators, and policymakers
- Experience with start-up organizations or programs
- 5–10 years of senior management experience, including staff leadership, communications, fundraising, and board development
- Familiarity with early childhood education, brain development, and anti-racism pedagogy is strongly desired; willingness to learn is essential

Key Responsibilities

Strategic Leadership & Board Governance

- Lead YHOM in pursuit of its mission, aligning daily operations with strategic plans
- Collaborate with the Board to set priorities, prepare materials, and advise on best practices
- Implement board-authorized policies and ensure compliance with bylaws and legal obligations

Fundraising & Resource Development

- Develop and execute fundraising strategies (major gifts, grants, sponsorships, government contracts)
- Cultivate and steward relationships with donors and foundations
- Serve as primary spokesperson at fundraising and community events
- Ensure systems for donor tracking and grants management

Financial Management & Compliance

- Oversee annual budget, ensuring fiscal responsibility and accurate reporting
- Ensure compliance with federal, state, and local regulations, including tax filings and audits
- Direct financial and human resources to maximize program impact

Operations & Team Management

- Recruit, mentor, and manage a diverse team of staff and volunteers
- Foster a culture of inclusion, equity, and professional growth
- Oversee day-to-day operations across program delivery, finance, research, and development
- Mentor staff in anti-bias education leadership

Program Growth & Effectiveness

- Monitor program effectiveness using data-driven metrics
- Design and execute strategies to expand program reach
- Grow initiatives across all five core areas of the YHOM Systems Change Model

Public Relations & Communications

- Act as the primary spokesperson, representing YHOM’s mission to media, partners, and the public
- Develop and refine communication strategies to increase participation and enhance donor relations
- Strengthen YHOM’s visibility and reputation

Compensation & Benefits

Position Type	Full-time, exempt, fully remote Will consider a part-time person (exact number of hours and compensation to be determined) depending on experience and fit for the position.
Salary Range	\$90,000-\$110,000
Benefits	Monthly benefit stipend that can be used by the CEO to meet their health care needs, paid time off

To Apply:

Dianne Haulcy has been retained to provide support for this search. Please send a current resume and cover letter to dhaulcy@comcast.net by March 27 to be considered.