



## Executive Director

Denver, Colorado

### EXECUTIVE SUMMARY

---

**Atlantis Community, Inc. (ACI)** advocates for all people with disabilities to be a meaningful part of an integrated community of their choice. Grounded in the belief that no one is a better expert on their lives than people themselves, ACI's core philosophy is that people with disabilities should have just as much say in and control over their lives as their non-disabled peers. The organization is dedicated to providing individuals with disabilities the skills and support to achieve what others take for granted. Atlantis has been a local fixture in Denver for over forty years. With the help of volunteers, dedicated staff (of which over 50 percent are disabled themselves), and generous donors, ACI has made a significant difference in countless lives over the decades.

Atlantis invites nominations and applications for a new **Executive Director** to lead the organization. The new ED will join a dedicated staff committed to supporting ACI's consumers and partner organizations. Strong candidates will be strategic visionaries deeply passionate about inclusion, equity, and diversity, especially when it comes to disability rights and justice. The next ED will be an experienced leader with outstanding relationship and organizational management skills. They will ensure excellence in the delivery of services, and work closely with the staff and Board of Directors to support existing programs and continue the development of best practice models of programs and services. The new ED will operationalize strategies that support the achievement of identified goals and the overall success of the organization. [Click here](#) for a short video featuring some of the people and programs ACI offers.

### ORGANIZATIONAL OVERVIEW

---

Throughout its history, ACI has been guided by a core purpose: to assist individuals with disabilities in fulfilling whatever goals they outlined for themselves. With a staff of close to 30, guided by an 8-member Board of Directors, ACI works hard to ensure that its consumers are empowered and in control of their own life and opportunities.

Part of the National Council on Independent Living network, Atlantis began over forty years ago when a small group of people sought to escape nursing home life and live in the community. ACI has proudly maintained that tradition with its transitions program, believing it's important that individuals with disabilities live in the community, rather than being segregated into institutions and facilities where they can be mistreated and forgotten.

Top among the priorities the incoming ED will encounter is the need to strengthen the recruitment and professional development of staff so they can best serve the needs of their consumers. Other priorities include diversifying the revenue base and engaging and developing the Board of Directors, while always continuing to directly support and advocate for people with disabilities.

## **PROGRAMS AND SERVICES**

---

Atlantis offers five core services: advocacy, information and referral, peer support, independent living, and transition.

### **Advocacy**

ACI advocates at the individual and systems levels to promote positive change for the disability community. Individual advocacy focuses on increasing self-advocacy and promoting personal empowerment. Systems advocacy creates an awareness of the barriers that exist for people with disabilities and how those barriers can be removed at the local, state, and national levels. Many people with disabilities qualify for programs and services through local, state, and federal programs, as well as other non-profit and private sector organizations. However, these programs can seem complicated and can be difficult to navigate alone. ACI helps those individuals access programs such as Social Security Disability (SSI), Medicaid, Food stamps (SNAP), Adult Financial Assistance Programs (e.g., TANF, AND, OAP) and many more. ACI also assists with housing advocacy, whether it be problems with a landlord, accessibility, reasonable accommodations, discriminatory evictions, or other disability-related housing issues.

### **Information and Referral**

Atlantis provides resources to individuals and the community on subjects related to living independently with all types of disabilities by referring individuals to other community partners that can assist them in increasing independence. When ACI does not have the resources, programs, or staff necessary to help in a particular situation—whether that's due to funding constraints, limitations of its Independent Living programs, or a lack of training/knowledge, they remain committed to connecting people with other programs and services that are available in the community.

### **Peer Support**

ACI offers peer support groups where peer mentors with disabilities serve as role models to other people with disabilities. The peer support groups provide moral support and creative solutions for a variety of life situations. The peer mentor program includes formal group settings as well as individual peer mentoring by the staff members and consumers who have disabilities. Atlantis brings people with disabilities and their non-disabled peers together, and through their shared energies and experiences, they teach and support each other in achieving freedom and growth. Atlantis is currently home to a monthly support group, the Youth Connect Call.

### **Independent Living**

Trained ACI staff assist individuals in their quest for independence by providing instruction on performing tasks that lead to independence, such as cooking, accessing public benefits, budgeting, resume writing, application assistance, and employment-readiness training. Those seeking Independent Living Skills can join weekly group sessions or sign up for one-on-one training with one of ACI's Independent Living Skills specialists. The financial management program is designed to help people with disabilities learn to manage their own finances. Atlantis works with each consumer to develop an Independent Living Plan that is tailored to meet their needs and promote making informed financial decisions.

## **Transition**

Atlantis assists people who live in nursing facilities transition back into their own homes and communities. This transition process includes finding housing and helping the person purchase the essentials for their new living setting. ACI offers extended transition services by providing weekly support to ensure ongoing success in the community and works with youth in transitioning from high school to post-secondary life, which includes college or employment.

## **THE OPPORTUNITY FOR YOU**

---

The next Executive Director will provide leadership in the following areas:

### **Planning and Strategy**

The incoming ED will lead the organization's board and staff in strategic planning, designing, and implementing strategies that support the achievement of identified goals and the overall success of the organization. They will be a local and regional presence highlighting the abilities and options for wellness and choices for people with disabilities, and continuously investigate new "best practice" models to enhance existing work in all areas.

### **Leadership and Management**

The Executive Director will be an authentic champion for equity and inclusion, dedicated to empowering others to reach their fullest potential. They will engage and support the Board of Directors, ensure organizational excellence, and promote a warm, empowering, and inclusive culture. The Executive Director will develop and grow staff and programs in service of community needs. They will lead, coach, support, and retain ACI talented staff. The incoming ED will foster an open and inclusive management style, support existing programs, and creatively pilot new ways forward to adaptive challenges in the community.

### **Fundraising and Revenue Development**

The Executive Director will utilize experience and training to develop successful fundraising processes for ACI, build relationships, engage funders in the work, and research and identify governmental and community partnerships that result in increased grants and funding contracts. They will engage and develop relationships with individual donors to increase support and ensure financial coverage of program expenses and growth of revenue reserves.

### **Marketing and Public Relations**

The Executive Director will ensure sustainability and growth of ACI's reputation in community and more broadly. They will ensure deep and authentic written and verbal communication to potential and existing external partners and participants, and continuously ensure ACI's social media presence is developed, relevant, and timely. They will identify and engage in activities that promote ACI's work and effectively communicate about the impact of ACI and equip others to do the same.

## **QUALIFICATIONS OF THE IDEAL CANDIDATE**

---

The ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- Demonstrated passion for ACI's mission and commitment to disability equity and justice.
- Sophisticated executive leadership and trust-building skills developed through experience with progressive strategic leadership in a relationship-centered organization.

- Empathic leader who can effectively inspire and motivate a diverse team, and build an environment of inclusion, connections, and accountability.
- Charismatic and experienced communicator with the ability to convey ideas clearly and openly in public and private environments.
- Demonstrated passion for engaging with and supporting people living with disabilities.
- Credibility and drive in cultivating and building trust with funders to sustain the financial health of the organization and expand its impact.
- Record of successful partnership building with the private sector, community-based organizations, and philanthropic organizations.
- Fluency in and experience implementing principles of diversity, equity, and inclusion.
- Appreciation of the financial and administrative building blocks necessary for compliance, risk, finance/accounting, facilities, etc.
- Experience developing, collaborating with, and leveraging a committed board.
- A leader who is disciplined and focused while also being agile and adaptive.

The salary range for this role is \$85,000 - \$95,000 plus health insurance, dental, and vision insurance.

#### **TO APPLY**

---

More information about **Atlantis Community, Inc.** may be found at [atlantiscommunity.org](http://atlantiscommunity.org).

This search is being led by [Tamar Datan](#) of [NPAG](#). Candidates are strongly encouraged to apply as soon as possible. Candidates may submit their cover letter, outlining their interest and qualifications, along with their resume via NPAG's [website](#).

**ACI is an equal opportunity employer. We strongly encourage applications from people with disabilities, women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants with Disabilities will be accommodated so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.**