POSITION PROFILE

On behalf of our client,
Hammer & NER,
CohenTaylor Executive Search Services
is conducting a retained executive search for its

Chief Executive Officer



The Organization

Hammer & NER together, are one of the largest nonprofit residential service providers in Minnesota. For 100 years, their west metro location (Hammer) and for 50 years, their east metro location (NER) have supported people with intellectual and other disabilities to help them live their lives to the fullest.

In 1923, founder Alvina Hammer opened Hammer's doors because she believed that people with disabilities had the right to live in a loving home environment where they could flourish, develop independence, and self-confidence. Hammer has compassionately cared for adults and children with developmental disabilities for 100 years.

In 2020, Northeast Residence approached Hammer Residences to join together since their organizations share the same passion and values around caring for and supporting people with intellectual disabilities. They believed that they could both be better, in a number of ways, if they joined forces. After months of meetings and sharing who they were, they both agreed to begin a new journey together.

In 2021, NER was acquired by Hammer Residences, and they began to work together to merge the two organizations. Hammer & NER have now fully joined forces to provide people with intellectual and other disabilities with the opportunity to live life to its fullest.

As of 2023, Hammer & NER officially became one organization, making them one of the largest nonprofit disability service providers in Minnesota.

Today, they continue to draw inspiration from their founder's passion for innovative services.

For more information, visit Hammer & NER's website.



At a Glance

- **$44M** in total revenue in 2024
- **59** single family homes across the Twin Cities metro area
- **9** innovative apartment programs to meet a growing demand
- Staff of **575**
- Board of Directors consisting of **10** members
- Headquartered in **Wayzata, MN** with an additional office in **White Bear Lake, MN**

Mission

To provide people with intellectual and other disabilities the opportunity to live life to its fullest.

Vision

Hammer & NER is an extended family that respects abilities and helps one another reach for opportunities and realize dreams.

Core Values

- Person-centered
- Relational
- Stewardship
- Opportunistic

Current Impact

- Total people supported: **1,874**
- Supported in group homes: **252**
- Supported in apartments: **118**
- Received Customized Support Services: **1,500**
- Total number of volunteers: **366**
- Total number of volunteer hours: **9,446**

The Chief Executive Officer Opportunity

Hammer & NER stands at a pivotal moment in its 100-year history. The next Chief Executive Officer (CEO) will inherit a mission-driven organization with a powerful legacy of service, a deeply committed workforce, and a reputation for excellence across Minnesota's disability services ecosystem. At the same time, disability service providers nationwide are navigating dynamic regulatory changes, workforce shortages, and shifting waiver/government funding structures. This moment offers a unique opportunity for a CEO who sees challenge as a catalyst for innovation and sector-wide impact.

The CEO will be a unifying, forward-thinking leader who will be able to honor Hammer & NER's history while guiding the organization into its next era of stability, innovation, and impact.

Key Accountabilities

Organization Mission and Strategy

- Works with the board of directors and staff to ensure that the organization's mission is fulfilled through programs, strategic thinking and community outreach.
- Leads strategic planning to ensure that Hammer & NER can successfully fulfill its mission into the future.
- Strengthens the organization's public image through active community engagement and partnerships with professional, civic, and private organizations.

Financial Performance and Viability

- Ensures the fiscal integrity of Hammer & NER, including submitting an annual budget and quarterly financial statements to the Board of Directors that accurately reflect the organization's financial position.
- Manages finances within the approved budget, maximizes resource use, and maintains a strong financial position.
- Leads fundraising and resource development to support Hammer & NER's mission.

Organizational Operations

- Oversees and implements appropriate and effective administration of resources to ensure that the operations of Hammer & NER are appropriate.
- Oversees the hiring and retention of competent, qualified staff.
- Executes notes, agreements, and other instruments on behalf of the organization as outlined in the Signing Authority document of the Board.

Board Governance

- Leads Hammer & NER in a manner that supports and guides the organization's mission as defined by the Board of Directors and the organization's bylaws.
- Ensures timely, accurate communication with the Board of Directors, providing all information needed for effective governance and informed decision-making.
- Supports board development through the recruitment of potential board members.

The Role

The CEO is the key management leader of Hammer & NER and is responsible for overseeing the administration, programs, and strategic thinking of the organization. Other key duties include fundraising, community outreach, serving as the key spokesperson for the organization (especially as related to advocacy with political leaders) and maintaining/leading the Executive Team.

Reporting Relationships

The CEO will report directly to the Board of Directors and provide overall leadership to the organization with the following direct reports:

- Chief Development Officer
- Chief Financial Officer
- Chief Human Resources Officer
- Senior Director of Operations
- Senior Director of Program Services

Compensation/Benefits/Location

$260,000 – $290,000 salary + benefits plan.

This is an in-person role based out of Hammer & NER's Wayzata, MN office, with travel required to other sites including the White Bear Lake, MN office. Candidates must be willing to work flexible hours, including occasional evenings and weekends to accommodate the organization's dynamic schedule.

The Ideal Candidate

The ideal candidate is a values-driven leader who centers the dignity and lived experience of people with disabilities. They build meaningful relationships across families, staff of all levels, and community partners. Grounded and approachable, they bring the emotional intelligence to listen deeply, the cultural awareness to lead inclusively, and the communication skills to motivate and bring people together around shared purpose.

They pair this relational strength with the strategic discipline needed to guide a complex, multi-site organization. This leader understands how to steward resources, navigate government-funded systems, and make sound decisions in a shifting policy and reimbursement environment. They bring a track record of leading through change, strengthening organizational culture, and advancing new ideas.

While no one individual will possess all of the criteria below, the CEO will possess many of the following professional and personal abilities, attributes, and experiences:

- A **mission-anchored, people-centered leader** who embodies empathy, authenticity, and deep respect for individuals with disabilities, their families, and the direct support workforce.
- A **strategic, business-savvy executive** with strong financial acumen and the ability to navigate a complex, multi-site, waiver-funded organization with discipline and foresight.
- An **experienced change leader** who has successfully guided organizations through transition, uncertainty, or growth while maintaining stability and trust.
- A **credible advocate and policy influencer** who can build relationships with legislators, testify effectively, and elevate the organization's voice in statewide disability services.
- An **exceptional communicator** who can serve as a spokesperson for Hammer & NER and the broader disability services field with clarity and credibility.
- A **compelling storyteller and relationship-driven fundraiser** who can partner with donors, close major gifts, and expand philanthropic support beyond legacy families.
- An **inclusive, culturally competent leader** who values and supports a diverse workforce.
- A **collaborative, trust-building leader** who strengthens cohesion across program and administrative teams and fosters a culture of transparency, accountability, and respect.
- An **innovative, forward-thinking strategist** who brings curiosity and creativity to diversifying revenue streams and exploring new service models.
- A **team-oriented leader** with experience leading a large staff, partnering effectively with a strong executive team, and who invests in developing personnel.

Qualifications

- **10+ years of executive leadership experience**, preferably with experience in nonprofit disability, housing, or social services or related.
- **Master's degree** in nonprofit management, public administration, social work, health care administration, or related field preferred.

To Apply

Hammer & NER has exclusively retained CohenTaylor Executive Search Services to help conduct this search.

For more information, or to submit your resume as application, please email: **Hammer@cohentaylor.com**.

All inquiries will remain confidential.

It is the policy of Hammer Residences, Inc. (Hammer & NER) to provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, or any other protected characteristic under applicable law.