CHIEF EXECUTIVE OFFICER

HOUSTON, TEXAS • POSITION PROFILE • OCTOBER 2026

Lead a new chapter of impact. Target Hunger seeks a relationship-driven, financially astute CEO to translate a landmark campus investment into a stronger, more connected organization—and to help neighbors move from food insecurity toward long-term stability.

The Organization

Founded in 1989, Target Hunger is a trusted Houston nonprofit whose mission is to alleviate hunger and its root causes in the neighborhoods it serves. Its work is concentrated in northeast and east Houston, where food insecurity, limited access to healthy food, and broader barriers to economic opportunity often intersect.

Target Hunger has evolved into one of the Houston Food Bank's significant community partners. Under outgoing CEO Sandra "Sandy" Wicoff, it has strengthened its financial footing, expanded services, and completed the transformative *Rooting for the Future* capital campaign. The newly renovated, debt-free Shotwell campus includes expanded warehousing and cold storage, upgraded administrative space, and an Education Center intended to bring food assistance, Navigation Services, and community learning closer together.

25,000+	9,200+	$6.8M	~2,500
INDIVIDUALS SERVED	HOUSEHOLDS IN 2025	ANNUAL OPERATING BUDGET*	ANNUAL VOLUNTEERS

*Includes approximately $3.1 million in donated food value.

HOW TARGET HUNGER SERVES

FOOD ASSISTANCE

Choice pantries, Food Fairs, fresh food rescue, and emergency distribution.

NAVIGATION & PARTNERSHIPS

Community Health Workers connect clients to health, benefits, jobs, and other resources.

DISASTER RELIEF

Rapid food assistance and coordinated support during crises and severe weather.







THE OPPORTUNITY

From a stronger foundation to sustainable impact

This is a planned, collaborative succession—not a turnaround. Target Hunger has a respected Board, committed staff, a trusted neighborhood presence, and new physical capacity. The next CEO will help the Board refine and complete its emerging 2027–2030 strategy, making the plan a shared leadership commitment rather than a fixed document to administer.

The next chapter will require an executive who can lead at greater scale: expand the senior leadership bench, clarify roles and decision rights, strengthen cross-functional operations, and preserve a deeply human workplace. Just as important,

the CEO must be highly visible with donors, civic partners, and the community—personally connecting the mission to the resources and relationships it needs.

The 2027–2030 strategic direction

Target Hunger's Board is developing a framework of four interconnected organizational priorities. The incoming CEO will have meaningful responsibility for refining and implementing the framework, its initiatives, milestones and measures.

1

Unlock the Capacity & Capabilities to Operate Sustainably

Advance the people, systems, processes, and resource discipline required for durable growth.

CEO mandate: Design an effective future-state leadership structure; strengthen staff development and accountability; activate and steward the new campus; improve operating resilience.

2

Strengthen Community Trust, Visibility & Connection

Deepen local engagement and strengthen and build partnerships that address both urgent hunger and underlying causes.

CEO mandate: Advance integrated Navigation-first service delivery and educational programming; strengthen client voice, neighborhood partnerships, and trust.

3

Elevate Donor & Volunteer Engagement & Experiences

Convert broad community goodwill into deeper, sustained philanthropic and volunteer commitment.

CEO mandate: Lead major relationships and fundraising direction; grow diversified support, stewardship, corporate engagement, and compelling storytelling.

4

Expand Data Strategy to Drive Measurable Impact

Connect operations, client outcomes, and partner information to show what is changing in people's lives.

CEO mandate: Oversee the establishment of data ownership, meaningful outcomes, useful management dashboards, and credible impact reporting for the Board and funders.

THE POSITION

Leadership scope & responsibilities

Reporting to the Board of Directors and partnering closely with the Board Chair, the CEO sets organizational direction and remains accountable for mission achievement, execution of long-range plans, fundraising, financial health, risk oversight, operational integrity, and a healthy, effective culture. The role combines enterprise-level leadership with authentic community presence.

Strategic Leadership & Board Partnership

- Partner with the Board to refine, approve, and execute the 2027–2030 strategy; establish priorities, measurable goals, clear decision rights, and accountability across the organization.
- Work closely with the Board Chair and directors, providing candid advice, timely and meaningful reporting, appropriate Board approvals, and the information needed for effective governance.
- Shape and empower the senior team—including the Board's anticipated investment in a high-level operations or program leadership role—Allowing the CEO to lead through others.
- Guide change with sound judgment, transparent communication, careful prioritization, and respect for the organization's history and strong staff capabilities.

Fund Development & External Relations

- Serve as Target Hunger's chief ambassador, spokesperson, and fundraiser—building visibility and trust with major donors, foundations, corporations, civic leaders, government entities, and community members.
- With the Director of Development and Board, set a multi-year fundraising plan focused on diversified philanthropy, expanded individual giving, corporate engagement, grants, special events, and durable donor stewardship.
- Personally cultivate, solicit, and steward principal donor and funder relationships; articulate how programs will produce meaningful outcomes and why the work merits sustained investment.
- Build on relationships created through *Rooting for the Future* while re-energizing ongoing operating support, volunteer-to-donor engagement, and broader awareness of Target Hunger's distinctive role.
- Advance productive partnerships with the Houston Food Bank, United Way, community nonprofits, social service providers, businesses, and local public-sector stakeholders without unnecessary mission expansion.

Financial, Risk & Facilities Stewardship

- Develop, own, and manage the organization's annual operating budget, ensuring fiscal accountability, accurate financial reporting, effective cash flow and reserve planning, strong internal controls, tax and regulatory compliance, and alignment of resources with Board-approved priorities.
- Exercise strong financial and data judgment, working effectively with external accounting and finance partners while retaining executive accountability for organizational performance and sound decisions.
- Steward the renovated Shotwell campus and capital assets—including future maintenance, facility utilization, safety, and operational readiness—while maintaining disaster-response capability.
- Oversee and manage contractual, employment, grant, food-safety, inventory, documentation, and other organizational risks; ensure appropriate policies, legal counsel, audit preparation, and compliance processes.

People, Culture & Leadership Development

- Preserve the warmth, accessibility, empathy, flexibility, and mission commitment that staff value, while establishing consistent performance expectations, feedback, supervision, and fair personnel practices.
- Create unity across food distribution, warehouse, client services, navigation, development, and administration; address historical silos with shared objectives and practical cross-team coordination.
- Develop, coach, and retain talented senior leaders; provide regular leadership meetings, professional growth, succession planning, and a culture of empowered but accountable decision-making.
- Build stronger HR practices, role clarity, procedures, and staffing capacity as the organization grows; listen before changing what is working, and explain the "why" behind decisions.

Programs, Operations & Community Impact

- Oversee the coordinated delivery of fresh and shelf-stable food through pantries, Food Fairs, emergency distribution, and related programs, ensuring dignity, safety, efficiency, and access for clients.
- Guide the evolving retail food rescue model, working through program leadership on cold-chain logistics, food quality, volunteer deployment, waste and compost management, scheduling, and functional efficiency.
- Lead the integration of food assistance with Navigation Services, so Community Health Workers can connect individuals to benefits, health care, financial stability, workforce pathways, and other relevant resources.
- Launch the new Education Center through safe, phased activation and partnership-based programming responsive to community needs; protect Target Hunger's neighborhood focus while evaluating replicable approaches.
- Sustain preparedness for storms and other crises, in collaboration with the Houston Food Bank, public agencies, local partners, and volunteers.

Data, Outcomes & Continuous Improvement

- Establish a practical data and impact framework across food programs, Navigation Services, development, and partner referrals, with clear definitions, ownership, and reporting responsibilities.

- Use financial, logistical, client, and community information to make pivotal choices, improve processes, identify service gaps, and evaluate resource effectiveness.
- Tell an evidence-based impact story that goes beyond pounds of food and participation counts to demonstrate progress toward greater stability and self-sufficiency for clients.

THE CANDIDATE

Ideal candidate profile

Target Hunger seeks an externally oriented, fundraising CEO with the structure and judgment to build a strong internal leadership system—not an executive who must personally direct every day-to-day functional detail. The ideal candidate will be a values-centered executive who can lead with equal credibility in the boardroom, in donor relationships, and at the neighborhood pantry. The ideal candidate pairs sound executive judgment with humility, financial acumen, and a deep commitment to the community.

Professional Experience & Education

- Bachelor's degree required; relevant graduate study or advanced professional preparation welcomed.
- Significant leadership experience with increasing scope and expertise managing leaders and diverse teams. A background in public service, philanthropic or comparable mission-driven organizations is a plus.
- At least three years of developing and owning organizational budgets, financial performance, resource allocation, and fiscal controls.
- Demonstrated success in fundraising, major-donor cultivation, external representation, community engagement, and partnerships.
- Experience with effective Board governance and leading organizational growth, complexity, change, or transition.
- Data literacy; able to use outcomes to guide and evaluate programs and communicate impact.
- Experience in human services, public health, food security, or related fields is valued; direct food-bank experience is not required.

Leadership Qualities

- Deep commitment to addressing hunger and its root causes with dignity, equity, and respect for the people served.
- Authentic, outward-facing relationship builder able to inspire philanthropy, advocacy, and community trust.
- Emotionally intelligent and approachable; listens, honors institutional knowledge, and creates belonging while upholding accountability.
- Strategic integrator who delegates effectively, develops leaders, resolves conflict constructively, and unites teams.
- Financially astute, data-oriented and decisive, with discretion, risk awareness, ethical judgment, and disciplined execution.
- Adaptable, resilient, and optimistic while remaining practical about people, resources, and priorities.

LOCATION AND COMPENSATION

LOCATION

1260 Shotwell Street, Houston, TX 77020. Active on-site and community presence; some evening and weekend events.

COMPENSATION & BENEFITS

Competitive and commensurate with qualifications, with an attractive employee benefits package.

Application & Referral Process

Sorrell welcomes confidential inquiries, applications, and nominations until the position is filled.

Laura Sorrell | laura@sorrellco.com | 713.854.5351

Priscilla Plumb | priscilla@sorrellco.com | 281.224.0881

ABOUT SORRELL

Sorrell is a highly relational executive search firm partnering with organizations to attract, hire, and retain the leaders who shape their future. www.sorrellco.com