

leadership opportunity

Executive Director of



Logan's Heart and Smiles in Madison, Wisconsin

presented exclusively by

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gray
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leaders

to apply: bit.ly/lhs-apply

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Logan's Heart and Smiles is dedicated to improving homes and inspiring hope for children with disabilities across Wisconsin.



Photos courtesy of Logan's Hearts and Smiles.

Logan's is seeking a visionary Executive Director who is passionate about its mission, people and process - someone who can build on its strong foundation to lead its next chapter of strategic growth.

The Executive Director of Logan's, Angela Wallace, is stepping down after leading the organization through transformative growth.

Peter Gray Executive Search is the exclusively retained partner for this executive search.

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the Logan's Heart and Smiles story

[Logan's Heart and Smiles](#) is a 501c3 nonprofit organization that provides accessibility, safety, and sensory home modifications for children with disabilities throughout the state of Wisconsin. Logan's is proud to be known for its commitment to finding innovative solutions, and creating an inclusive culture of families, volunteers and donors.

Logan's was founded in 2002 by Joe Herr, father of Logan, who was born with cerebral palsy.

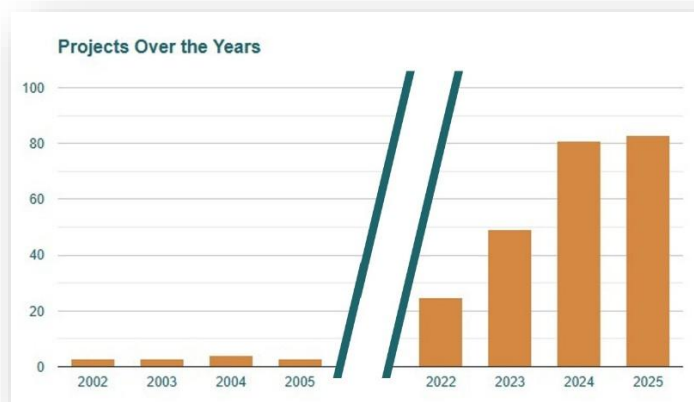


From Logan's Story to Caprice's Ramp



Logan James Herr was born on August 24, 1997 with cerebral palsy. **Logan's laughs and smiles were infectious.** He was truly an exceptional child who captured the hearts of everyone who knew him. He had a g-tube, hearing aids, was non-verbal, and could not sit up on his own.

When Logan needed his first wheelchair at age 3, there was no funding source to pay for it, nor any organization to build a ramp to make Logan's home accessible. Joe used his own money and skillset to build Logan a ramp. When Logan died, Joe knew that other families were struggling with similar situations and didn't have the money or know-how to build a ramp. Hence Logan's Heart and Smiles was born. Since then, Logan's Heart and Smiles has assisted over 450 children with custom home modification [projects](#) including ramps, fences, handrails, bathroom adaptations, accessible walkways, and therapeutic installs. In recent years, Logan's Heart and Smiles significantly increased its capacity:



For its first 20 years, Logan's averaged under 10 projects per year. Now Logan's completes over 80 projects per year, with a determination to keep growing so more children with disabilities and their families can safely and comfortably thrive in their homes and communities.

Logan's also runs [Beyond the Build](#), a supportive community that cultivates lasting friendships and offers ongoing support to families with children with disabilities.

about the position

The Executive Director is the chief executive of the organization, providing strategic leadership, operational oversight, and external representation. They will work collaboratively with the Board of Directors and the Founder to set priorities, manage resources, and ensure mission alignment in all aspects of the organization's work.

This position requires a leader who is equally comfortable engaging directly with children with disabilities and their families; managing a budget; mentoring a staff member; and speaking in a public forum. The Executive Director will cultivate a values-driven workplace, build and maintain relationships with key stakeholders, and ensure the organization remains financially healthy and programmatically effective.

Key Responsibilities:

Strategic Leadership & Governance

- Lead the organization in pursuit of its mission and strategic goals, ensuring alignment between daily operations and long-term vision.
- Partner with the Board of Directors to review and refresh strategic plans, policies, and organizational benchmarks.
- Support board development and engagement by preparing clear reports, advising on governance best practices, and helping recruit new board members with diverse perspectives.

Organizational Management

- Oversee all day-to-day operations of the organization, ensuring efficient processes, team alignment, and consistent execution across departments or functions.
- Maintain clear systems for internal communication, decision-making, and project accountability.
- Implement and monitor internal policies and procedures that reflect nonprofit, as well as local, state, and federal compliance.
- Actively seek to foster an inclusive, healthy workplace culture that empowers volunteers, donors, and staff to collaborate to achieve innovative solutions for the families we serve.

Team Leadership & Staff Development

- Hire, supervise, lead, and mentor staff members; provide regular performance feedback and opportunities for growth.
- Promote professional development and a culture of mutual support, learning, and collaboration.
- Ensure the organization's compensation, benefits, and HR policies reflect sector standards and support employee retention.

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Fundraising & Development

- Develop and execute a multi-pronged fundraising strategy, including individual giving, major gifts, corporate sponsorships, grant writing, and events.
- Build and sustain relationships with donors, funders, and institutional partners through thoughtful stewardship and regular engagement to maximize fundraising potential across the organization.

Financial Oversight

- Lead financial planning and management, including development of the annual budget in collaboration with relevant staff, outsourced financial resources, and the Board.
- Monitor and analyze financial performance, ensuring timely reporting, fiscal responsibility, and compliance with all legal requirements.
- Ensure that financial controls and procedures are in place and aligned with best practices.

Program Oversight & Evaluation

- Oversee day-to-day execution of programs and services, ensuring alignment with community needs and the strategic goals of the Board.
- Use data and community feedback to continuously improve the quality and impact of the organization's work.
- Stay informed of developments and trends in the field to ensure that the organization remains innovative and responsive.

Communications, Marketing & Advocacy

- Working with the volunteer marketing team, serve as a public face and voice of the organization, leading external communications.
- Develop a consistent voice across all marketing channels—social media, newsletters, website, annual reports, etc.
- Work as an advocate in all public forums, coalitions, and media opportunities to further the organization's mission, and elevate visibility.

Qualifications Sought:

- Significant, successful nonprofit leadership experience.
- Demonstrated success in staff leadership, fundraising, and financial management.
- Strong written and verbal communication skills, with a capacity to engage a wide range of audiences.
- Experience working with or on a nonprofit Board of Directors.
- Authentic passion for the mission, and comfort working with children with disabilities and their families.

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- Adaptability for a hands-on role in an environment of ambiguity, change, and organizational growth.
- Familiarity with nonprofit finance systems, donor databases, and program evaluation tools.
- Ability to navigate interpersonal dynamics with empathy, accountability, and integrity.
- Experience in marketing and/or public relations.



Logan's Heart and Smiles generates and relies on significant volunteer engagement. The Wildcats, the Verona Area High School's football team, are repeat volunteers. Here, they helped Logan's [improve a home's driveway and sidewalk](#) to make them accessible for Caprice, who lives there.

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job location: Madison, Wisconsin

Logan's Heart and Smiles is [located](#) in Madison, in south central Wisconsin.

The Executive Director is expected to reside in the greater Madison area; to work mostly onsite at the Logan's office; and to occasionally travel statewide as needed. Due to the collaborative team leadership nature of the work, this is a mostly onsite position with significant onsite responsibilities.

Logan's is conducting a national search, and is prepared to offer financial assistance for relocation.

TO MADISON BY CAR:

From Milwaukee: 79 miles, 1½ hours

From Dubuque: 91 miles, 1¾ hours

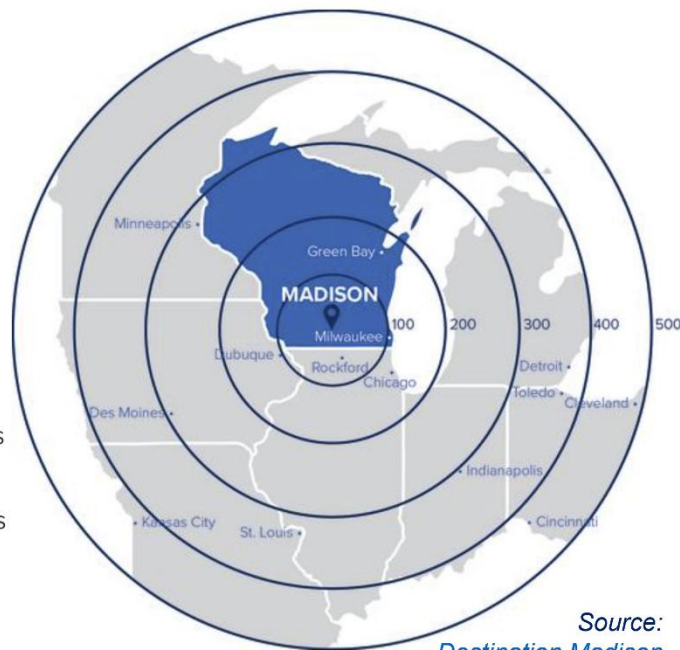
From Chicago: 147 miles, 2½ hours

From Green Bay: 140 miles, 2½ hours

From Minneapolis: 273 miles, 4½ hours

From Des Moines: 292 miles, 4¾ hours

From St. Louis: 359 miles, 5½ hours



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about Madison, Wisconsin

Madison, Wisconsin is a vibrant city of over 280,000 residents. Its Dane County metro area is home to nearly 600,000 residents. It is the state's fastest growing metro, and its second largest metro, after Milwaukee.

Madison is the capital of Wisconsin, a world-class [research & technology university](#) city, and a thriving creative-class hub.



Nestled on a chain of scenic lakes, the Madison region has been home to the [Ho-Chunk nation](#) for over 11,000 years. Its Ho-Chunk name is [Dejope](#), meaning "Four Lakes." The region also has the world's largest concentration of [Indian effigy mounds](#). There are dozens on the University of Wisconsin-Madison campus alone.

Madison is consistently named one of the [best places to live](#) in US nationwide rankings and surveys. Madison earns accolades for its [green & healthy](#) lifestyle, its [gender parity at work](#), its [educational attainment](#), its [equitable, family-friendly neighborhoods](#), its [sports](#), its great [beer](#) scene, and even its [happiness](#). (See Madison [fun facts](#) and [things to do](#))

Madison has the strongest local economy and job market in its region, if not nationwide. Wisconsin's unemployment rate consistently trends below the US average. Dane County (metro Madison) is consistently the lowest-unemployment county in Wisconsin, with [2.9% unemployment in August 2026](#). (Compare to unemployment rates of [3.4% statewide](#) and [4.3% nationwide](#)). National and global companies headquartered in metro Madison include [Epic Systems](#), [American Family Insurance](#), [Exact Sciences](#), [Lands End](#), [TruStage](#), [Promega](#), [ETC](#), and [Sub-Zero](#).

Madison has a vibrant nonprofit sector. Locals like to say Madison has the most nonprofits per capita of any US city. (Don't tell them [this report](#) ranks Madison #2!)

Despite a median home price of \$579,528, Madison offers a lower [cost of living](#) than many desirable metros.

Madison's racial and ethnic [demographics](#): 70% non-Hispanic White, 9% Hispanic, 8% Asian, 7% Black, 6% other.

Business and civic organizations active in Madison include the [Greater Madison Chamber of Commerce](#), [Downtown Madison Inc.](#), the [Madison Black Chamber of Commerce](#), the [Wisconsin Latino Chamber of Commerce](#), the [Hmong Wisconsin Chamber of Commerce](#), and the [Wisconsin LGBT Chamber of Commerce](#).

leadership opportunity: Executive Director of [Logan's Heart and Smiles](#)

salary and benefits

The Foundation's Executive Director position has a **salary range of \$100,000 - \$120,000.**

Employee benefits include:

- Group health, dental, and vision insurance.
- Retirement savings plan with employer match.
- Flexible Spending Account and Health Savings Account options.
- Paid holidays and generous paid time off.
- Vehicle allowance.
- Paid maternity/paternity leave.
- Short term disability, long term disability, life, and even pet insurance!



In early 2025, Logan's Heart and Smiles moved into its first dedicated office and workshop space. Until then, Logan's operated out of garages, storage units, houses and basements. The new space allows Logan's to take on more projects and serve more families.

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interested?

Please [apply](#) confidentially: bit.ly/lhs-apply

Deadline: rolling. The position is open until filled. It was announced on **October 1, 2026**. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling basis, with first-round interviews starting in November. For best consideration, please apply promptly; and please complete all questions in the application, including the cover letter/personal statement. Our goal is to fill this position by **January 2027**.



In addition to its home modification operations to make homes accessible for children with disabilities, Logan's runs [Beyond the Build](#), a supportive community that cultivates lasting friendships and offers ongoing support to families.

Logan's has exclusively retained [Peter Gray Executive Search](#) to conduct the search for its new Executive Director. Peter Gray Executive Search is a social impact executive search firm in Madison, Wisconsin.

Logan's and Peter Gray Executive Search are equal opportunity employers, committed to attracting candidates representing a diverse range of backgrounds. Logan's strongly believes it benefits from the perspectives and talents of a diverse staff.

leadership opportunity: Executive Director of [Logan's Heart and Smiles](#)

about peter gray executive search



Peter Gray (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), he guides nonprofit organizations and social impact employers through [leadership succession](#) and other [strategic hiring](#).

Peter began his career in executive search at Korn Ferry in New York City. Before that, he was a management consultant at CSC Index, the firm that pioneered business process reengineering.

Peter gives back as a member, adviser, and supporter of several nonprofit and civic organizations. A former Boys & Girls Club kid, he serves on the board of the Boys & Girls Clubs of Dane County, Wisconsin. Through his own [fundraising](#) and his [leadership of fundraising campaigns](#), he has helped raise over \$10 million for the Boys & Girls Clubs.

Awards include the In Business Madison Executive Choice award, the Boys & Girls Clubs of Dane County's Volunteer of the Decade and Mentor of the Year awards, the Aviva Youmanity Award, and the Wisconsin Bicycle Federation's Advocate of the Year award. Current and past committees include Madison Rotary, Downtown Madison Inc., United Way of Dane County, Foundation for Madison's Public Schools, Madison Public Market, and the Madison Area Diversity Roundtable.

Peter holds a BA from Harvard University, and an MBA from Columbia Business School.

peter@petergraysearch.com

(608) 616-5165

[linkedin.com/in/graypeter](https://www.linkedin.com/in/graypeter)