ORGANIZATION: Methodist Children’s Home Society

POSITION: Executive Director

REPORTS TO: Board of Directors

LOCATION: Redford, Michigan

MISSION

To meet the physical, emotional and spiritual needs of the children in our care, develop personal, family and community relationships that will contribute to healthy opportunities for the children to reach their fullest potential, and to advocate on behalf of all children.

VISION

Methodist Children’s Home Society will be the premier treatment facility in Michigan, providing the best care to children and families, whether in Residential Care, Transitional Living, Foster Care or Adoption Services.

ABOUT METHODIST CHILDREN’S HOME SOCIETY

Methodist Children’s Home Society (MCHS) is a licensed private, non-sectarian, 501(c)3, family services agency. MCHS responds to the needs of abused and neglected children by providing an array of housing, educational, clinical and therapeutic services for children and young adults throughout Southeastern Michigan. MCHS has a staff of 135 professionals and an annual budget of approximately $8M.

Originally named Methodist Child Care, MCHS was founded in Detroit in 1917. Recognizing the need for a safe haven for children without families or those receiving inadequate care in their homes, Anna Kresge and Sophie Sprague, along with the support of Presiding Bishop Theodore Henderson, purchased a small house in Highland Park that could hold ten children. In 1922, a larger home was built on a farm in what is now downtown Farmington. Frances Knight was appointed its Director and the agency
became a charter member of the Child Welfare League of America. In 1926, the agency’s name was officially changed to Methodist Children’s Home Society.

Miss Knight envisioned a community designed especially to meet the social, emotional, academic, physical and spiritual needs of children. Her concept called for small cottage units, each designed to house seven boys and girls ages 4-12, living with surrogate parents in family groups. Miss Knight was successful in bringing her innovative concept to the attention of Sebastian Kresge, who approved both the idea and plans for its implementation. In 1927, Mr. Kresge authorized a substantial grant from the newly established Kresge Foundation for the purchase of 28 acres of land and the construction of the first buildings that would comprise MCHS’s “Children’s Village” in Redford. The new community on West Six Mile Road consisted of six cottage units, a residence for the Director, as well as an administrative building for staff offices and medical and dental clinics.

Today, MCHS provides an array of services for up to 70 boys and young men on its 72 acre campus. The campus supports Residential, Foster Care, Adoption, Literacy, and Transitional Living programming. No longer simply a custodial care campus, MCHS has moved deliberately to provide a comprehensive treatment program for boys and young men in need throughout Southeastern Michigan. In addition to the residential program, MCHS manages 58 foster homes, and facilitates approximately 140 foster placements and 40 adoptions annually.

THE OPPORTUNITY

Moving forward, MCHS seeks to assist more children, young adults, and parents by providing skills and resources that lead to responsible, productive, and meaningful lives. MCHS seeks to accomplish this goal by becoming Michigan’s premier treatment facility for young boys, further extending the reach of its independent and transitional living programs, and expanding the scope of its education and literacy programs. MCHS has proven that intensive treatment and high quality programs can change the course of young lives.

Yet, these outcomes have never been more at risk than in the current environment. Professionals in the field as well as the more inspired legislative leaders at state and federal levels know that insufficient funding of residential, treatment, and family support services will end up costing more in the long run. But with mounting public debt at the state and national levels, pressure to cut spending has set those realities aside. Furthermore, the shift in Michigan to a more community based model of supports is increasing pressure on organizations to evolve their programming in the future.

As long as government is the major funding source, and cuts in service occur, funding for services will be in jeopardy. MCHS will also be impacted by changing method of payments, moving from public grants to fee-for-service and managed care models which pay for only a portion of the cost of services. This has the potential of significantly changing the way MCHS delivers programming. The new Executive Director will have the opportunity to work with senior leadership and staff to craft a strategic framework to navigate this environment without depriving children and young adults in need of essential services. Such a business model would likely consider acquisition and affiliation strategies as well as the creation of alliances and joint ventures with strategic partners in both the charitable and for-profit sectors.
THE POSITION

Reporting to the Board of Directors of MCHS, the Executive Director (ED) has overall responsibility for the implementation of policies, programs and operations of the organization. The ED is responsible for an organizational culture that values professional training and development, the promulgation of innovative problem-solving and adaptability in managing through a changing and complex external child welfare and healthcare environment. The ED is responsible for the financial oversight, general business and program development of MCHS. Under his or her oversight, all standards and regulations of the Michigan Department of Human Services, Council on Accreditation of Rehabilitation Facilities (CARF) and other accrediting, governmental and funding bodies are to be maintained. The ED is the public face of MCHS and thereby provides leadership in advocacy, public policy, resource development and community involvement activities. An important function of this position is to be a visible, consultative leader in resolving problems affecting children and young adults in the State of Michigan.

CANDIDATE PROFILE

We seek an experienced professional with a proven track record of accomplishment leading mission-driven organizations, facing multiple challenges, successfully leading change in an organization and managing highly qualified human service providers. This person must be able to demonstrate an understanding of and commitment to serving high-risk children in need with supported community based services.

Proven leadership ability to bring passion, vision, direction, business acumen and inspiration to an organization is required. The ideal candidate will possess exceptional leadership qualities highlighted by a history of being a dynamic communicator of ideas and by maintaining a presence in human service and philanthropic communities. We seek in this person a big-picture thinker with flexibility and versatility. Success in advocating for the organization at the State, local, and philanthropic levels will also be a strong consideration for the ideal candidate.

This individual should be a strategic thinker and a problem-solver. She or he must be able to demonstrate effective management approaches in building consensus, visioning solutions to problems and acting with decisiveness. A commitment to best practices in professional and management development should be a distinguishing factor in the candidate’s career. The successful candidate must also be able to demonstrate an understanding and ability to work with a wide variety of constituents and stakeholders including members, donors, families, community groups, political leaders and others with diverse needs and interests.

A Master’s Degree is required. Additional training, continuing education and professional development of a nature that would increase the individuals understanding of the issues confronting high-risk children is advantageous.

Applications for the position are being received exclusively by Kittleman & Associates, LLC. Please send a letter of introduction and a current resume to: resumes@kittleman.net

For more information, please visit the Methodist Children’s Home Society website at: www.mchsmi.org