



Confidential Position Specification

Oesterlen

Empowering Individuals to Thrive

Chief Executive Officer

September 2021



CONFIDENTIAL POSITION SPECIFICATION

Position	Chief Executive Officer
Organization	Oesterlen
Location	Springfield, OH
Reporting Relationship	Board of Directors
Website	https://oesterlen.org

OPPORTUNITY

Since its founding in 1903, Oesterlen’s single objective has been to serve children and their loved ones. We are a mental health treatment and social services agency serving youth and families. Our full range of services includes residential mental health treatment, foster care, outpatient counseling, in-home programs, and in-school programs.

The incoming CEO is joining at a pivotal time in the history of children’s services in Ohio and across the United States. S/he will be a visionary driver, thought leader, and advocate in promoting the importance of serving children and families in need and securing the necessary support and resources to make that service possible.

S/he will have the opportunity to shape the narrative and lead this historic organization into a new day of service, and as a result, create transformative, sustainable impact in the lives of children and families across Ohio.

ORGANIZATION BACKGROUND

Oesterlen began as an orphanage in 1903. Since the mid-1950s, we have been a mental health treatment center for emotionally, behaviorally, and psychologically troubled children and youth.

Today, we offer a full range of services, including residential and out-client community services programs.

MISSION

On behalf of the church, in witness to Christ, this agency’s mission is to serve children and adults in need, to promote their mental, social, physical, and spiritual well-being.



To carry out this mission, Oesterlen is dedicated to promoting healthy families and utilizing the highest possible standards within the professional fields of our service. The provision of services by this agency shall be consistent with its mission, and all persons shall have equal access to such services and to employment by the agency in accord with all applicable affirmative actions and equal opportunity policies.

PROGRAMS

Oesterlen is prepared to help address the changing needs of children, adolescents and adults who qualify for services across the state of Ohio. We serve children, adolescents and adults regardless of race, religion, sex, national origin, or handicap (unless specific treatment programming is required).

Residential Intensive Therapy: Severely emotionally troubled youth, ages 12-18, receiving intensive mental health therapy and living in 10-bedroom cottages on the Oesterlen campus, for stays of 6 to 12 months.

Treatment Foster Care: Youth, ages birth to 18, occasionally older, needing out of home placement, and typically presenting with challenging behaviors requiring some level of therapeutic intervention.

Family and Adolescent Complex Comprehensive Treatment: State of the art Residential program for Developmentally Delayed / Autistic Spectrum youth that combines a sensory controlled environment with comprehensive care. (Currently inactive)

Community Counseling Center: Outpatient counseling center for youth and adults, offering individual, group, and family behavioral health counseling, in multiple programs, on the Oesterlen campus and on-site in area schools.

Intensive Home-Based Therapy: Home-based services providing intensive intervention into unacceptable behaviors of youth and families, which are necessary to prevent the possible imminent decision to remove a child from the home for out-of-home placement. (Currently inactive)

Transitional Independent Living: Serves 17 and 18-year-old youth transitioning from foster care or other placement programs to living independently as young adults.

Service Coordination: A strength-based model of in-home intervention services, planned by family members and case coordinators, to preserve an intact family when moderate issues of neglect or abuse have been discovered, which likely could result in removing the child from the home, if not resolved.



Respite and Resource Center: A collaborative program operated by multiple agencies in Ohio to provide emergency, short-term, planned or crisis respite, for youth and young adults. During the respite evaluations / assessments are completed to determine potentially more permanent solutions for stability in the home.

Partners

Oesterlen while an independent 501(c)3, maintains a relationship with the Evangelical Lutheran Church in America and Lutheran Services in America.

Diversity, Equity, and Inclusion

At Oesterlen, we empower all individuals and families to improve their mental, social, physical, and spiritual well-being by listening to their expressed needs and supporting their strengths. Oesterlen uses the values of diversity, equity, and inclusion to create positive change within our organization and our community.

POSITION SUMMARY

The Chief Executive Officer is charged with providing overall leadership and direction for the organization; establishing and overseeing effective management systems and ensuring the agency's continued ability to survive and thrive. S/he serves as the primary spokesperson for the organization and is responsible for cultivating excellent external relationships with supporting church bodies, donors, constituents, state and federal government, peer organizations, and the general public.

The Chief Executive Officer works closely with Oesterlen's Senior Leadership Team, comprised of the following: Director of Business Operations, Director of Development Marketing & Church Relations, Residential Treatment Center Coordinator, Treatment Foster Care Coordinator, and Counseling Center Coordinator; to achieve its strategic goals and objectives.

The CEO reports to the Board of Directors, which is composed of 20 member positions, who have knowledge of and commitment to children and family services. Oesterlen believes strength is found in diversity and was an early leader in assuring diversity in their board membership.

KEY RESPONSIBILITIES

Strategic Vision and Leadership

- In collaboration with the Board and Senior Leadership Team, considering the organization's strengths and challenges, as well as the external environment,



- build and implement the strategic plan while ensuring that the budget, staff, and priorities are aligned with Oesterlen's core mission and values.
- Provide inspirational leadership and direction to the Senior Leadership Team and ensure the continued development and management of a professional and efficient organization; empower and establish effective decision-making processes that will enable Oesterlen to achieve both short-term and long-term goals and objectives.
 - Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals.
 - Help to build a diverse and inclusive Board representative of the community that is highly engaged and willing to leverage and secure resources.
 - Create a culture characterized by open and direct communication, collaboration, decisiveness, a proactive results orientation, and a willingness to take calculated risks.
 - Build and nurture relationships with the diverse constituencies of Oesterlen: church judicatories; employees and volunteers; congregations; affiliates and partners; other social ministry organizations and cooperative agencies; local and federal government; peer organizations; donors and other funding sources; and key institutional alliances.
 - Lead the growth and diversification of the agency's resource base and enhancement of the agency's fundraising capacity to maximize Oesterlen's potential and to ensure the continued financial viability and sustainability of the organization.
 - Ensure that Oesterlen continues to be represented as an agent of change in the issues effecting children and family services. Together with the agency's partners in advocacy, continue to help transform communities' abilities to care for those in need.

YEAR ONE CRITICAL SUCCESS FACTORS

- Sound transition into the leadership role with immediate actions that best serve the organization's mission, vision, staff, stakeholders, finances, and operations.
- Professional representation of the organization in front of all key constituents, the media, and the public.
- Successful achievement of management and fiscal objectives to ensure a vibrant, healthy organization.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

The ideal candidate will be a results-driven, innovative, and strategic thinker with proven leadership, business acumen, problem-solving/analysis, decision-making, and performance management. S/He will have experience demonstrating strong



advocacy, relationship-building, and inspirational communication skills. S/He will be deeply committed to the mission of Oesterlen and championing the organization's efforts to serve children and families across Ohio.

Additional ideal qualifications will include:

- Significant relevant work experience, preferably in nonprofit management.
- Active membership in a Lutheran church is **not mandatory** but is a plus; a high-level of comfort in dealing with the ELCA church body and communities of faith however is required.
- Excellent written and oral communication skills with a recognized ability for passionately engaging others in Oesterlen's vision and commitment to empowering individuals to thrive.
- Ability to build effective partnerships both locally and nationally with an aptitude for fundraising.
- Empowering management style with an ability to mentor and develop a strong team.
- Commitment to a diverse organization and attuned to the culturally diverse needs of Oesterlen's client base.
- Recognized as a visible leader who is focused, likeable, and has a commitment to ethical behavior and high standards.
- Subject matter expertise in children and family services highly desirable.

EDUCATION

An undergraduate degree from an accredited college or university, along with pertinent experience, is required. An advanced degree in a relevant field is highly preferred.

COMPENSATION

A competitive compensation package will be offered to attract the most qualified candidates.



Application

Applicants may send resumes and supporting documentation for consideration to gsbsearchservices@gmail.com.

GSB CONTACTS

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