



Position Guide

President & CEO

www.mcfi.net



POSITION: President & CEO

REPORTS TO: Board of Directors

LOCATION: Milwaukee, Wisconsin

MISSION

To assist individuals and families with special needs to better live and work in the community.

COMMITMENT TO DIVERSITY

MCFI values employees, and clients with diverse cultures, abilities and backgrounds. Our commitment to diversity and inclusion makes us an organization where everyone has the opportunity to work to reach their full potential. Diversity results in fresh thinking, ideas that reflect a wealth of experiences and the knowledge necessary to serve our clients and their families.

ABOUT MCFI

Founded in 1938 in Milwaukee, WI, the Milwaukee Center for Independence (MCFI) is a premier organization serving children, adults and older adults with disabilities and special needs through innovative and effective programs and services designed to improve quality of life. MCFI serves as a leading community resource for Milwaukee County, Wisconsin, providing quality care and hope to more than 8,500 individuals per year.

MCFI began as Jewish Vocational Services, opening its doors in 1938 to assist new immigrant families. More than 75 years later, the organization has seen tremendous growth with operations at six locations, a budget of approximately \$65M and a dedicated staff of more than 500. MCFI core programs are nationally accredited by CARF (Commission on Accreditation of Rehabilitation Facilities) and the MCFI Pediatric Skilled Nursing program has earned gold certification from the Joint Commission on the Accreditation of Healthcare Organizations (JCAHO).

Over the years, MCFI has developed effective ways to achieve significant improvement in function and quality of life, across the lifespan, and offers programming in several major areas: children, long-term care, employment, behavioral health, neuro-rehabilitation and nutrition.

Children's Programs

Southeastern Wisconsin has one of the highest percentages of children with special health care needs in the country. With MCFI's early intervention programs, children with special needs, and other barriers to success, have a solid foundation for a lifetime of achievement. Programming supporting children in the community includes:

- The Birth to Three Program provides early intervention through an educational model working with parents and care providers for infants and toddlers with developmental delays. This program serves over 400 children and their families annually.
- Wells Street Academy, an extension of the Birth to Three Program, is a private school designed especially for children, ages 4 to 20, who are living with special health care needs, including complex medical conditions.
- MCFI offers the only community-based pediatric skilled day nursing service in Milwaukee for children, age birth to 20, with special health care needs that is certified by Medicaid and accredited by the Joint Commission (JCAHO).
- The School for Early Development & Achievement (SEDA) is a free public school chartered through the University of Wisconsin-Milwaukee. An affiliate of MCFI, SEDA welcomes students with and without special needs to create a full inclusion environment.
- MCFI partners with teens and young adults with disabilities to connect with the community and develop the social, employment readiness and daily living skills they will need as they move toward their highest levels of independence. The Adventures for L.I.F.E. Camps, job-readiness classes, parenting classes and daily living skills training are just a few of the offerings that MCFI provides.

Adult & Older Adult Programs

MCFI L.I.F.E. programs provide opportunity for **L**eisure, **I**nclusion, **F**un and **E**xperiences for adults and older adults living with a disability. With a focus on wellness, clients have measurable goals designed to assist them to reach their highest levels of independence.

- Individuals who need medical support, many of whom were once in institutional settings, are thriving in the MCFI My L.I.F.E. program. Participants are given options to try new experiences, such as pet therapy, art therapy and music therapy. Those who were once isolated are integrated into the community where they have the opportunity to make new friends and enjoy what L.I.F.E. has to offer.
- MCFI's LIFE Services offers a range of programs to support adults with developmental and physical disabilities to improve their health and wellness, daily and independent living, and the ability to self-advocate for their needs and goals. Programs under the LIFE Services umbrella include City LIFE for adults 18-59; My LIFE for those with complex and fragile medical conditions; and Senior LIFE for adults 60 and older. LIFE Services also offers an opportunity for socialization and increased community integration. Express and Adventures for LIFE are social and recreation programs that include travel and camp opportunities for fun and community inclusion.

- MCFI Home Care provides life-changing personal care services for seniors and people who are living with a disability, no matter what their age. Experienced caregivers provide in-home assistance to older adults, people living with cognitive or physical disabilities, people living with behavioral health issues and the frail elderly. Services range from light housekeeping and running errands to bathing and grooming.

Employment Services

For adults who are living with disabilities and experiencing other barriers to work, MCFI provides comprehensive recruitment, evaluation, training, placement and support services to exceed the expectations of both job seekers and employers. The Forward Academy provides on-the-job training for individuals who are interested in working in the hospitality industry. The Supported Employment program offers job coaching and other resources for individuals with physical and developmental disabilities in order to transition to community employment. The goal is to match people with employers for permanent job placements.

Behavioral Services

MCFI's Whole Health Clinical Group, the largest provider of mental health services in Southeastern Wisconsin serving more than 800 consumers and their families, provides recovery-oriented services and advocacy for people living with mental illness. The mission is to promote mental health recovery and independence by providing integrated medical, psychiatric and social services to address the needs of the whole person.

- The Crisis Resource Centers (CRC) are integral to the continuity of care in Milwaukee County for people experiencing a psychiatric crisis. With locations on both the north and south sides of Milwaukee County, the CRCs are a 24/7 community-based alternative to an emergency room or inpatient hospitalization, offering an environment for individuals to better manage their mental health condition. While individuals can self-refer to the CRC, others are referred to the CRC by Milwaukee County Behavioral Health Department, other area hospital emergency rooms, and law enforcement. During 2014, people cared for at one of the CRCs demonstrated a significant reduction in their psychiatric symptoms and an improved psychological state from admission to discharge.

Nexday Neuro-Rehabilitation Program

MCFI Nexday provides outpatient care for individuals who need rehabilitative services for brain injury, stroke, concussions and other neurological issues. Services include post-acute care, clinical therapies, brain training, and clinical evaluation. At Nexday Rehabilitation, each person recovering from traumatic brain injury, acquired brain injury or stroke benefits from a highly personalized program. Services are specifically tailored to the individual's functional abilities, cognitive level, emotional and behavioral health needs, and plans for the future.

Nutrition Services

MCFI Fresh Connections provides fresh and healthy meals while providing vocational experience for individuals enrolled in the program. Fresh Connections serves food to more than 50 low-income choice and charter schools and early learning centers, amounting to an average of more than 230,000 meals each month that school is in session. Additionally, individuals with disabilities working for Fresh Connections learn and develop the technical skills needed to be competitive in the food service and hospitality

industry. Fuel 4U assembles more than 36,000 meal kits each day for local schools and businesses, employing about 25 individuals who gain the vocational skills needed for employment in the community.

Building upon their expertise over numerous decades, MCFI is a resource for other service providers. They have established formal relationships with academic institutions and health care systems to produce results for their clients and data that can be used to facilitate research. The agency serves as a knowledge center as well, with an extensive internship program and an annual series of conferences to keep professionals and the public informed of new developments in the field.

MCFI is a Center of Excellence, setting standards of quality and effectiveness that are locally and nationally recognized. MCFI innovations have also been recognized with honors from the Public Policy Forum, Wisconsin Better Business Bureau, Rehabilitation for Wisconsin and the University of Wisconsin-Milwaukee.

THE OPPORTUNITY

MCFI has been regionally and nationally recognized for its innovative programming and model of care for individuals with disabilities. As the Board prepares for the future, the next President & CEO will have the opportunity to lead the organization through a thoughtful strategic planning process that will further outline the vision for this important organization as it moves forward.

Working with a dedicated and engaged Board of Directors as well as a highly motivated and dedicated senior staff, the President & CEO will be afforded the opportunity to chart an ambitious future for MCFI that leverages its historical strengths and promotes its innovative approach to serving children and adults with disabilities and special needs. Critical in this effort will be strengthening the organization's ability to collaborate both internally among staff and externally among key community and regional partners.

POSITION SUMMARY

Reporting to the Board of Directors, the President & CEO is responsible for the overall leadership of the organization to ensure delivery of the highest quality services. The President & CEO supervises and participates in all activities pertinent to the financial viability of MCFI; presents and engages formally and informally to funders, public officials and others whose engagement in the organization is important to its success; articulates the organization's core strengths and its vision for the future; establishes an organizational culture and behavior of trust and collaboration; operates from a client-driven perspective; embraces the challenge of maximizing the potential of individuals with developmental disabilities; in close coordination with the Board, directs, manages and evaluates the ongoing financial and operational priorities of MCFI; supervises the development and implementation of plans and programs by monitoring performance and evaluation tools and standards used to determine effectiveness; approves and prepares reports submitted to the state, county, federal and other regulatory agencies; and oversees staff, sets performance expectations and drives the positive culture of the organization.

CANDIDATE PROFILE

The candidate we seek will be a proven and effective servant leader with a passion for the mission of MCFI. We seek a leader who has been a catalyst in fulfilling an agency's

vision. This entrepreneurial individual would bring leadership characterized by a visionary outlook, the ability to garner broad community support, sound business and management acumen, the propensity to increase the visibility of the organization, and to carry forward major new projects and programs.

We seek a charismatic and relational leader who is mission-focused and dedicated to improving the quality of life for individuals with disabilities and special needs. An affinity for the creation and delivery of "cradle to grave" programs and services for individuals with disabilities must be evident through previous experiences. We seek a leader who communicates the agency's mission with enthusiasm. Candidates for this position must have proven leadership qualities to bring vision, direction, a collaborative atmosphere and inspiration to an organization.

The ability to relate to a wide variety of constituents including elected officials, municipal, state and federal bureaucracies, businesses, civic groups, donors, neighbors, regulators and advocates is essential. Successful candidates will have the ability to establish and maintain strong collaborative relationships with funders, potential donors and other sources of financial support.

Given the unique and diverse revenue streams at the organization, the ideal candidate will demonstrate a proven track record of successfully negotiating large, complex, contractual agreements in both the public and private sectors. An understanding of and experience navigating the complexities of an organization of similar size, scope and budget is highly desired. A proven ability to hire, coach, and lead employees in multiple locations as an effective team of closely coordinated, highly professional, self-accountable staff members is a must.

Of critical importance is the candidate's ability to transform ideas into specific, goal-driven program outcomes. The successful candidate will have demonstrated skills in operations and business management. Candidates must have proven success in providing mission-driven services utilizing sound business principles. Direct fundraising experience is a plus. Experience making strategic decisions in program design, development, and management in pursuit of board goals is expected.

A graduate degree in a human service related field is strongly desired. A bachelor's degree from an accredited four-year college or university with commensurate post-graduate experience will be considered. Affiliation with and leadership in local, state, or national professional or trade associations related to human services would be a plus.

To apply, please send a current resume and letter of introduction to Kittleman & Associates, LLC at <http://www.kittlemansearch.com/milwaukee-center-for-independence/>

For more information about MCFI visit <http://www.mcfi.net/>