

LEADERSHIP PROFILE



EXECUTIVE DIRECTOR
Care and Counseling Center of Georgia
Decatur, GA

**“Providing healing, wholeness, and hope
in the pastoral tradition
and educating others for this service.”**

THE ORGANIZATION

The Care and Counseling Center of Georgia (CCCG) is a nonprofit, ecumenical organization offering a wide range of pastoral care services and education. It is the largest organization of its kind in the United States, offering counseling, clinical pastoral education (CPE) and education programs. CCCG was formed by the merger in 2003 of the Georgia Association for Pastoral Care and the Verdery Counseling Center of the former Georgia Baptist Healthcare System. Combined, these organizations represent over 90 years’ experience.

CCCG is widely recognized for clinical excellence and innovation. The Center is an affiliate of the Samaritan Institute, a national network of counseling centers whose mission is supporting team-oriented, cost-efficient counseling, education and consultation that emphasizes interrelatedness of mind, body, spirit, and community. The organization provides services at its main center and at multiple locations throughout metro Atlanta, through partner churches, seminaries, nonprofits and medical institutions.



Drawing of CCCG's future expanded headquarters

CCCG's annual budget is approximately \$2.4 million, and the organization recently completed a \$2.5 million capital campaign. The staff of about 45 is augmented by some 90 interns, residents and contract counselors.

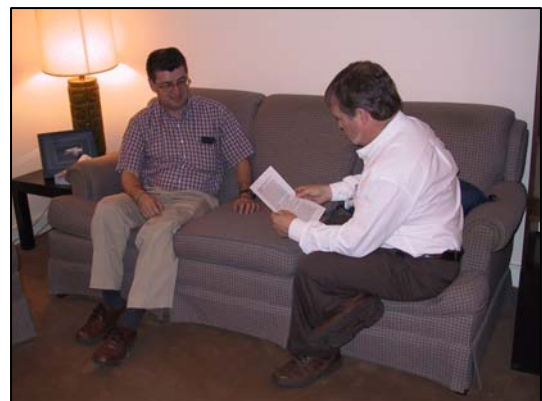
CCCG gains special strength from its clinical excellence and theological formation, its leadership and innovation, and growing synergies among its three program divisions:

- The **Counseling (CSL)** division provides individual, marriage, family and pastoral counseling to over 2000 clients through over 15,000 sessions and 1500 hours of education and consultation workshops annually. These services are provided by an experienced staff of 23 therapists located at the main center in Decatur and throughout the greater Atlanta and north Georgia area in more than 15 church based settings.
- The **Clinical Pastoral Education & Chaplaincy (CPE)** division is a nationally recognized, ACPE-accredited training/service model serving over 130 interns, 24 full-time CPE students and 5 Students in Supervisory Education. The program provides clinical pastoral training and supervision to the students, who in turn provide 73,000 hours of chaplaincy service in contract placements including hospitals, hospices and prisons.
- The **Pastoral Counseling Training (PCT)** division is internationally known and AAPC-accredited for providing basic and advanced training for masters and doctoral students at four seminaries. Students represent many diverse religious, ethnic and national backgrounds. Through these students, CCCG multiplies its counseling services – in particular, reaching underserved populations -- serving diverse clients in a wide variety of settings.

CCCG provides accredited continuing education seminars for therapists pertaining to ethics, best practices and innovations in therapy, theological and clinical integration, trauma and related topics. The Center is constantly seeking to enhance and expand services through creative, need-based programs with existing partners and new collaborations.

Funds from the capital campaign are being used to build an addition to the Decatur headquarters building, which will create much needed additional space for its expanding programs.

Looking forward, in order to grow and expand its programs, the organization will



need to put new emphasis on partnerships and fundraising from the community, foundations, individuals and corporations spanning diverse populations and religious denominations.

Care and Counseling Center of Georgia is a unique, valued resource recognized for first-class clinical services, dedicated staff and passionate dedication to mission. More information about CCCG can be found on the organization's website, www.CCCGeorgia.org.

THE OPPORTUNITY

CCCG stands at the intersection of challenge and opportunity. The organization aspires to be proactively accessible to more people in more diverse populations. It seeks to enhance its reputation as the "go-to" leader and innovator in the field. Despite revenue pressures brought on by the economy and changes in the operating, service and reimbursement environment, CCCG remains fiscally sound and highly effective, with strengths that include an experienced, committed staff and Board of Governors.

As CCCG's current Executive Director retires in the spring of 2009, the organization seeks an outstanding next leader to chart a course that will enable the organization to thrive and fulfill our mission in ways that are innovative and sustainable.



The implications are bold and exciting. The new Executive Director will take CCCG to the next level, by:

- Leading and inspiring the organization to thrive, building CCCG's quality and reputation as the leader and innovator in pastoral care and education.
- Strengthening, diversifying and growing funding and revenues.
- Broadening and deepening CCCG's profile and relationships with its diverse constituencies.

- Bringing proven management expertise with human, financial and physical resources and programs.
- Enhancing organizational cohesion, collaboration, cross-divisional synergies and continuous improvement.

The opportunity to take this strong, established organization to new levels of excellence and mission achievement calls for a dynamic, uncommon leader who will bring vision, experience, passion for the theological, clinical and educational mission, and a track record of relevant accomplishments.

THE RELATIONSHIPS

The Executive Director will lead and manage a staff of approximately 45 full and part time employees. Key relationships are as follows:

Reports to: Board of Governors

Direct reports: Director of Chaplaincy/CPE
Director of Counseling
Director of Pastoral Counseling Training
Director of Finance and Business Operations

External Stakeholders: Current and potential philanthropic supporters
Churches, pastors and other leaders across a range of faith traditions
Seminaries, schools, theological academic institutions
Institutional and individual thoughts leaders
Community leaders
Clients
Legislators and healthcare leaders

THE LOCATION

Care and Counseling Center of Georgia's headquarters and largest counseling center are in Decatur, Georgia, close to Atlanta's Emory University.

THE RESPONSIBILITIES

The new Executive Director will have organizational strengths to leverage –



*Care and Counseling Center of Georgia
headquarters*

a talented management team, experienced Staff and a committed Board, an outstanding reputation, excellent programs and facilities, and a fiscally sound financial model.

Priority responsibilities include developing new funding streams, partnerships and locations, achieving enhanced synergies and cohesion among the programs, and elevating CCCG's profile as a leader in the community and an innovator in its field.

Challenges also abound. These include the changing funding, service and reimbursement environment, the lack of a sustainable development capacity within the organization, and the challenge of maintaining high quality across multiple, dispersed and diverse locations.

The Executive Director is charged with elevating CCCG's aspirations, capabilities and reputation. She or he will lead the organization to the next level of accomplishing its mission on a broader and deeper scale. The new Executive Director will be capable of:

- **Leading and inspiring the organization to thrive, building its quality and reputation as the leader and innovator in pastoral care and education.**

The Executive Director will be a dynamic, innovative leader who will build on current programmatic and leadership strengths and inspire CCCG's staff and external constituents. Working with the Board and management team, the Executive Director will create CCCG's long-term vision and roadmap. She or he will position CCCG to achieve new levels of thought leadership, programmatic excellence, organizational effectiveness and mission accomplishment.



- **Strengthening, diversifying and growing funding and revenues.** The new Executive Director will be highly effective at building relationships and telling the story of CCCG's mission and results. He or she will relate well with religious leaders, current and prospective donors of all kinds, clinicians and educators, Board and staff. The Executive Director will be experienced and skillful at maximizing both public and private philanthropic support and fee-for-service revenue sources. She or he will diversify and grow

funding streams that will enhance flexibility, autonomy and realization of CCCG's mission.

- **Broadening and deepening CCCG's profile and relationships with its diverse constituencies.** The Executive Director will be a credible, inspiring, motivating speaker. She or he will be uncommonly good at building relationships with a broad group of current and new stakeholders. The Executive Director will relate brilliantly with donors, partners, Board, staff and community leaders including religious leaders in Christian and non-Christian faiths, clinicians and educators. He or she will lead and champion CCCG partnerships, engagement, influence and thought leadership.
- **Bringing proven management expertise with human, financial and physical resources and programs.** The new Executive Director will be an experienced manager of human, financial and physical resources and programs. In particular, the Executive Director will mentor, develop, coalesce and empower a diverse staff. She or he will create a structure and environment that encourages transparency, trust, cohesion and job satisfaction. By driving strategic use of technology, the Executive Director will enhance communications, efficiencies, accountability and impact measurement.
- **Enhancing organizational cohesion, collaboration, cross-divisional synergies and continuous improvement.** The Executive Director will drive integration and synergies across the organization, and will create an environment of learning, best practices and continuous improvement. She or he will build shared vision, cohesion and the conditions for CCCG to thrive, grow in size and impact, and achieve sustainable new standards of excellence.

THE CANDIDATE

The ideal candidate will personally exemplify the mission of CCCG, and its vision of leadership and innovation. She or he has been theologically formed and have a keen understanding of the clinical and educational mission. The new Executive Director will likely have led a complex, service oriented organization with diverse stakeholders, programs and locations.

The new Executive Director will bring a track record of successful leadership, management, growth and diversification of revenues and funding sources. She



The dedication ceremony for the new CCCG facility

or he will be uncommonly capable of building credibility and awareness, relationships, resources and reputation.

Compelling candidates could come from a variety of contexts. CCCG is more interested in the caliber of leadership and management expertise than in any specific background. While experience in all relevant areas is not required, the successful candidate will have experience in one or more of the following contexts: leading a counseling or clinical pastoral education center, serving as clergy or dean in a seminary environment, serving as chaplain in a hospital or mental health environment, leadership in corporate, nonprofit and/or public sector settings. A master's or doctorate degree is strongly preferred, ideally in theology, social sciences, health services or counseling.

Top candidates will exhibit high emotional intelligence, dynamism and high energy, strong interpersonal and communication skills, and self-confidence born of authentic ability. Additional assets being sought are:

- Visionary with a track record of innovation, growth and taking an organization to the next level
- An experienced fundraiser, capable of cultivating and securing support from diverse sources
- Success building a cohesive, collaborative and effective operational environment in a complex organization with multiple diverse stakeholders and needs
- Management skills around performance, efficiency, analysis and accountability
- Ability to engage, mentor, inspire and unite staff around common goals
- Appreciation for, and competence with, diverse backgrounds, work styles and contributions
- A charismatic communicator able to articulate CCCG's mission and vision clearly and rally support in a variety of environments
- A good listener, with the ability to establish open communication lines and feedback loops which create a thriving internal environment
- A record of effective partnering with internal and external stakeholders and Boards

- An energetic, energizing, optimistic and joyful person with well-developed self awareness and a sense of humor

CCCG is an equal opportunity employer, and a diverse set of candidates is being sought for formal consideration.

**For potential consideration or to suggest a prospect,
please email**

cccg@Boardwalkconsulting.com

or call

**Kathy Bremer, Joan Schlachter or Molly Lang
at 404-BoardWalk (404-262-7392).**

For the current status of this and other searches, please visit

www.BoardWalkConsulting.com

