



LAWNDALE CHRIS
HEALTH CENTER
Loving God, Loving People



LAWNDALE CHRISTIAN HEALTH CENTER

CHIEF EXECUTIVE OFFICER OPPORTUNITY GUIDE

www.Lawndale.org



LAWNDALE CHRISTIAN
HEALTH CENTER
Loving God. Loving People.

Our mission is to show and share the love of Jesus by promoting wellness and providing quality, affordable healthcare for Lawndale and the neighboring communities.



Lawndale Christian Health Center (LCHC) was Founded by Lawndale Christian Community Church in 1984 to address unmet health needs in their own community. LCHC is built on this foundation of faith – its mission and values are shaped by the love of Jesus Christ summarized in the slogan, "Loving God, Loving People." Today, working out of seven full-time health centers and more than a dozen homeless shelter-based clinics, LCHC provides low-income patients with access to a full spectrum of affordable, high-quality primary health care and complementary clinical services including behavioral health, dental, optometry and pharmacy.



LCHC's mission is to show and share the love of Jesus by promoting wellness and providing quality, affordable healthcare for Lawndale and the neighboring communities. As a federally qualified health center (FQHC), LCHC aspires to eliminate barriers, often related to socioeconomic and racial disparities, to create healthy communities. The health center's main campus spans several blocks on the border of North Lawndale, a predominantly Black community, and South Lawndale, a predominantly Hispanic community. Approximately 40% of the population across these two communities lives below the poverty line. LCHC's 625-member staff reflects the richness of the ethnic diversity of these communities, as LCHC prioritizes hiring locally and encourages staff to live and participate in the communities it serves.

LCHC is the medical home to more than 63,000 patients and is accredited by The Joint Commission for its safety and quality of care. Over 150 unique clinical providers offer 180,000 primary care visits and nearly 40,000 visits in dental, optometry, and behavioral health annually. To learn more about LCHC's various services and locations, click [here](#).

Decades of work on the West Side of Chicago have proven that in order to transform the health of low-income communities, healthcare environments must be accessible and holistically engage at both the individual and community level. The current CEO, Bruce Miller, will retire in 2021 after 23 years of faithful service. A committee of the Board and leadership staff has been diligently working since early 2021 to plan for this significant transition.

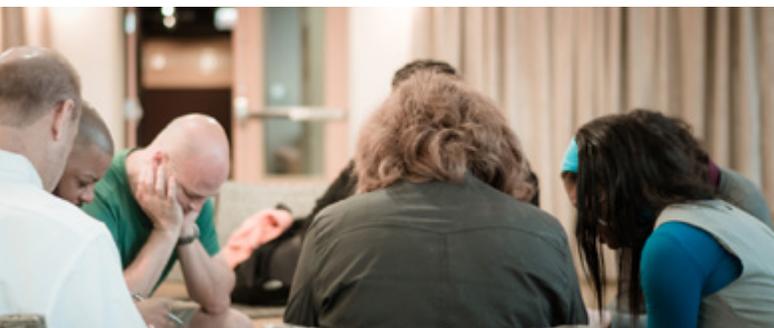


Lawndale Christian Health Center is seeking a missional and skilled executive to serve as Chief Executive Officer. The CEO is charged with clearly articulating LCHC's mission internally and externally as a passionate and cogent communicator, as well as maintaining a strong community presence in support of LCHC's mission.

As the senior executive leader, the CEO partners with the Board of Directors and Organizational Leadership Team (OLT) to ensure excellence in all areas of the organization. The CEO is also responsible for the financial solvency of LCHC, the

creation and implementation of the strategic plan, and directing and managing a high-performing team. The CEO represents LCHC in the community and is responsible for developing and maintaining relationships with community-based organizations, partner churches and ministries, donors, policy makers, health care colleagues, faith leaders, and the community at large.

The CEO is responsible for ensuring LCHC receives overall leadership consistent with its faith-based mission, vision, and values. Reporting to a robust and diverse Board of Directors and leading eight executive-level staff, the new leader of LCHC will bring a combination of executive and personable presence. The CEO will have experience with an array of revenue streams and bring skill in working with community, governmental, and civic leaders. Finally, the CEO should possess a strong desire to increase access to services in low-income communities and desire to go deeper in caring for the most vulnerable members of a low-income, urban community.



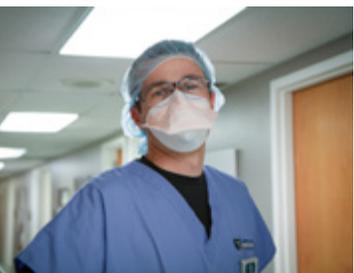
These Performance Objectives will define success for the next CEO of LCHC:

Visionary Leadership and Strategy

- Provide inspired leadership to promote and energize the practice of LCHC's mission and values, ensuring all programs are mission driven, in line with strategic plan goals, and support the needs of patients and a healthy community.
- Lead in the development and articulation of the strategic vision, goals, objectives, strategies and outcomes with clarity and authenticity.
- Foster LCHC's missional culture in a way that is reflective of LCHC's historical roots in Christian community development principles.
- Grow the future impact of LCHC through solid, ongoing operations. Partner with the Board of Directors to develop and implement strategic operational and business plans to encourage growth while maintaining a solid operational infrastructure.
- Monitor the health care needs of the Lawndale and neighboring communities. Communicate the needs and LCHC's response of those needs to the staff and Board to better ensure that program strategies and initiatives are designed to meet the needs of the community.
- Utilize data to monitor, evaluate, and ensure the Health Center engages in effective operations that move the mission toward the vision and are continuously improving the quality of the Health Center's services.

Management and Administration

- Provide collaborative leadership in maintaining a positive and productive working relationship among the Board of Directors, clinic leadership, staff, partner organizations, and volunteers.
- Ensure an infrastructure exists to accomplish the Health Center's mission and that leaders are empowered to develop and motivate the teams they support, to cultivate excellence in staffing at all levels, and to delegate responsibility to meet established outcomes and objectives.
- Strengthen processes for decision making by the OLT that facilitates planning, problem solving, and assessment of qualitative and quantitative objectives. Lead the staff on a regular basis in assessing the effectiveness of the organization and particular programs.
- Inspire a climate of excellence, high ethical standards, and a cooperative spirit among staff; manage through a lens of flexibility, an openness to suggestions, and the ability to resolve/mitigate conflict.
- Oversee and ensure compliance with all local, industry and required regulations, with special attention to HRSA guidelines and State standards.
- Oversee the development of the annual financial budget, monitor financial activity, report on status and outcomes, and manage the Health Center to meet the objectives as identified in the budget and strategic plan.
- Work closely with Chief Clinical Officers to ensure that all clinical services at the Health Center are provided at or exceeding the standard of care expected within the various professions of clinical practice provided at the Health Center.



Community Partnerships, Relationship Management, and Board Development

- Build respectful and trusting relationships with and among the Board and Staff, those in ministry family of Lawndale Christian Community Church and LCHC's other historical and current church partners.
- Lead overall organizational efforts, in conjunction with the Board, in the creation and implementation of a plan to identify and build strong relationships with key donors, community leaders and volunteers, and engage both present and potential partners.
- Establish and maintain a strong, engaging relationship with a robust and diverse Board of Directors. Support their focus on governance, Board Development, ambassadorship, and external relations. Ensure the Board is fully knowledgeable about the various aspects of LCHC.
- Utilize a blend of new/innovative outreach strategies that include technology, social networks, public convening, and public engagement to reach diverse and new audiences.
- Maintain and cultivate a positive working relationship with individuals served; state, regional and national partners (healthcare and community, including HRSA); funders and peer organizations; and legislators/government officials in a collegial and creative manner.
- Participate in industry organizations and collaboratives such as Christian Community Health Fellowship, Christian Community Development Association, Christian Medical and Dental Associations, National Association of Community Health Centers, the Illinois

Primary Healthcare Association, and Learning Collaborative events with local community health center leaders to identify opportunities and establish relationships on a state, regional, and national level.

- Advocate with local, state, and federal legislators and government officials to generate funding, programmatic, and relational support for the Health Center and its partners.
- Serve as an ex-officio member of the Board and all its standing committees and assist the Chair in planning the agenda for all meetings.

Philanthropy and Revenue Development

- Oversee an annual operating budget and drive the overall financial strategy to ensure that the organization operates within budget guidelines. Regularly monitor budgets and cash flow statements.
- Develop and manage focused strategies to build synchronized efforts by key partners, including the Board, OLT, Staff, and community leaders, local residents, and volunteers. Provide regular stewardship reports to key partners related to impact and outcomes.
- Promote board engagement in philanthropy and leverage Board members' relationships to create introductions, steward connections, and cultivate gifts for investment in LCHC's mission and work.
- Ensure consistent reporting on the organization's financial position and outlook and ensure fiscal responsibility. Report any serious financial threats (from any revenue source) to the Board immediately and inform the Chair of all material decisions.
- Develop strategies for additional revenue sources.

LCHC is in a national search to find a dynamic, energetic, and humble leader to help propel its mission forward. The next CEO will bring a strong business acumen; be a strategic thinker, catalyzer, and stabilizer; and continue LCHC's work by effectively building relationships with community partners in our urban context. The leader will be exceptionally knowledgeable and well informed in health care management and proven as a grower of people, programs, and culture. Experience in the delivery of Christian missional healthcare is essential to the next CEO's success.

LCHC's next CEO needs to excel in relationship building and interpersonal skills, have prior experience in Board relations, and a knowledge of complex and blended funding streams, as well as be a shining example of integrity and best practices in management. The CEO will have the ability to lead in supporting and caring for the whole-person needs of the staff as they care for the patients and community. Leadership experience in an FQHC or safety-net healthcare system and experience leading an organization of similar size and scope as LCHC is highly desired.

An ideal Chief Executive Officer will bring humility, integrity, resourcefulness, and a heart for discerning stewardship of the Health Center's resources while actively participating in visionary leadership and strategic program planning, problem solving, financial tracking and measurement. With a primary focus on preserving and enhancing the faith-based nature of LCHC, the CEO should possess an entrepreneurial mindset that anticipates and responds to community needs and supports Health Center staff to respond to those most pressing issues. The CEO will align staff, programs, and the community to ensure all programs are funded and sustainable to provide reliable resources to its community.

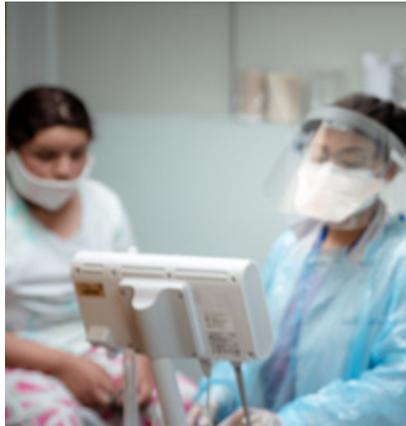


Specific Requirements Include:

- Ability to embrace and personify the mission and core values of Lawndale Christian Health Center; leadership experience in a Christian faith-based organization preferred.
- Capacity to develop and sustain the mission and values of LCHC and cultivate relationships with community partners and civic leaders in order to leverage support for the mission.
- Active participation in a local church.
- Comprehensive understanding of the clinical regulatory and administrative issues and challenges involved in directing the operations of a multi-site, multi-service health care center that includes diverse programs including the LCHC Fitness Center, Lawndale Christian Conference Center, and the Green Tomato Café.
- History of accomplishment and innovation of services for vulnerable populations (e.g., seniors and those with substance use disorder or Serious Mental Illness).
- Track record in financial management, stewardship, and developing strategies to successfully increase revenue, including knowledge of HRSA requirements and relevant health care policies at both state and federal levels, all with an underlying role of reporting to and partnering with the Board.
- A collaborative management style that values input and brings an enthusiastic and motivating approach to building strong and productive work teams with a focus on mentoring and nurturing staff development and delegating projects.
- Evidence of investment in ongoing personal and professional development to enhance knowledge, leadership skills and strategic thinking.
- Ensure compliance with standards, laws, and regulations as promulgated by regulatory and accrediting organizations.
- A minimum of 7 years of executive experience in faith-based health care, including planning and analyzing health care operations, providing leadership, managing staff, and working with governing boards. Experience with delivery of healthcare in a safety-net setting is preferred.
- Willingness to live in or near Lawndale/ neighboring communities served by LCHC.
- Bachelor's degree; Master's level degree or higher in health care management and related fields is preferred.



HOW TO APPLY



This position offers a competitive compensation package. The ideal candidate will live in or near Lawndale or the neighboring communities served by LCHC. The candidate should have personal experience in, as well as a deep understanding of and passion for, communities that have similar characteristics and qualities to Lawndale. Relocation assistance is offered and negotiable.

Lawndale Christian Health Center (LCHC) believes that all applicants and employees are entitled to equal employment opportunities and maintains a policy of nondiscrimination with respect to race, ancestry, color, religion, gender, age, marital status, sexual orientation, national origin, medical condition, disability, veteran status, union membership or activity or any other basis in accordance with applicable law, except where a bona fide occupational qualification exists.

APPLY HERE

To assure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

This search is being managed by Heather Eddy, President and CEO, and Justin Prevost-Schultz, Special Projects at KEES. Questions may be addressed to:

jprevost-schultz@kees2success.com

About KEES

KEES (formerly Alford Executive Search) is a nonprofit executive search firm that also works with public sector organizations to build diverse teams with dynamic leaders in the sectors. A woman owned and operated firm, KEES offers a full array of nonprofit consulting services including executive search, leadership development, interim staffing, and HR support. For more information, please visit www.kees2success.com.



LCHC's goal is to provide deeply rooted services within its community, while ensuring that its most vulnerable neighbors have access to innovative and responsive care. Recent initiatives that reflect this goal prioritize services for aging seniors, people with substance use disorders, those experiencing homelessness, and high-quality transitions of care from partner hospitals. The Senior Center facility on LCHC's main campus offers weekday Adult Day Services and is poised to expand LCHC's services for seniors. A focus on the opioid epidemic in Chicago's West Side led to the addition of psychiatry services, growing Medication Assisted Treatment services for SUD, and an intensive outpatient Recovery Community. Partnership with the City of Chicago and local safety-net hospitals have created opportunities for LCHC to proactively coordinate healthcare for those experiencing homelessness and transitioning from hospital admissions across Chicago's West Side. In 2019, LCHC also opened an Immediate Care Center on its main Ogden campus to increase prompt access to acute care in the community.



LCHC is accredited by the Joint Commission and is also an accredited Patient Centered Medical Home, utilizing a cohesive care team model that centers on building relationships with patients to achieve positive health outcomes. Each integrated care team includes clinicians, behavioral health, nurses, care management, and robust clinical support staff.

To address the lack of resources for healthy living in its community, LCHC continues to develop new programs and high-quality facilities designed to promote wellness. LCHC operates three community service business lines, including the full-scale Lawndale Christian Fitness Center providing nearly 200,000 annual fitness visits, the Green Tomato Café, and the Lawndale Christian Conference Center events space that welcomes the entire community into LCHC's mission. In partnership with the Chicago Botanic Garden (CBG), LCHC developed and owns the Farm on Ogden, an urban farm on its main campus operated by CBG to provide access to healthy and affordable food and nutrition education. With its excellent clinical care and wide array of community services, LCHC is an anchor for health in the West Side of Chicago.





During the COVID-19 Pandemic of 2020-2021, LCHC responded comprehensively to meet the needs of the communities it serves. To maintain access to care, LCHC quickly stood up Telehealth Services for both medical and behavioral health needs, providing over 113,000 telehealth visits since April 2020. LCHC has performed over 25,000 COVID-19 tests on-site and at homeless shelters and has administered over 37,000 COVID-19 vaccines, participating as the City of Chicago's Protect Chicago Plus vaccination partner for the communities of North Lawndale and Archer Heights. During the initial height of the pandemic during the spring/summer of 2020, LCHC also operated Hotel 166, successfully sheltering and providing medical care for patients experiencing homelessness who otherwise would have been at extremely high-risk of death from COVID-19 at their shelter.

Lawndale Christian Health Center was founded by members of Lawndale Christian Community Church and is a member of a family of ministries that includes the Lawndale Christian Development Corporation, Lawndale Christian Legal Center, and Hope House. The By-Laws of LCHC require that at least 51% of the Board of Directors be members of Lawndale Christian Community Church, La Villita Community Church, or New Life Community Church-Little Village.

