



**Executive Director
Position Announcement
August, 2018**



Overview

This is an excellent opportunity for a seasoned nonprofit leader with a proven ability to positively engage people to lead an organization that provides high quality, integrated behavioral healthcare and prevention services to children, youth and families. This position oversees all operations of Renton Area Youth and Family Services (RAYS) including finance, programs, fundraising, staff, volunteers and works in close partnership with the board to set vision.



Mission:

RAYS provides high quality, integrated behavioral healthcare and prevention services to children, youth and families to restore hope for a healthier future.

Values:

Access to Service
Equity and Inclusion
Client Choice

Advocacy
Welcoming to all

Who We Are

Founded in 1970, **Renton Area Youth & Family Services (RAYS)** began as a service of the Renton School District that offered substance use disorder and crisis counseling to youth. RAYS became its own organization and was incorporated in 1975. At that time, RAYS was named Renton Area Youth Services, offering services for foster care, community education, job placement and substance use disorder.

As RAYS began to focus more on mental health, the organization moved toward a family-focused model, treating the whole family to best meet the needs of children and youth, particularly those young clients dealing with grief, loss or trauma. RAYS changed its name to Renton Area Youth & Family Services in 1988 in recognition of the broader work RAYS does. RAYS continues to be rooted in the needs of the community and works closely with residents and other agencies to fill the gaps in the social services available for children, youth and families.

RAYS' recent accomplishments include providing behavioral healthcare in Integrated Primary and Behavioral Health Services at Renton High School, UW Valley and RAYS' Cynthia A. Green Family Center in Skyway/West Hill. RAYS also works in 15 schools in the Renton and Tukwila school districts and the RAYS Facility in downtown Renton. RAYS serves over 1,700 people annually.



Every family living
in health and hope
within a supportive
community.

Our Programs

RAYS' services target low-income populations by offering school-based services in addition to home and facility-based services in Renton, Tukwila and Skyway. RAYS clinicians also provide intensive case management to help families cope with the stresses of poverty.

RAYS services are designed to 1) increase the academic outcomes of low-income youth and youth of color, and 2) improve the well-being of fragile families. To achieve the objectives, RAYS provides the following programs:

School and Community-based Mental Health and Case Management

Services: Counselors provide individual and group sessions in 15 elementary, middle and high schools in Renton, Skyway and Tukwila; as well as in 3 health clinics and at our main office in downtown Renton.

School and Community-based Substance Use Disorder and Case

Management Services: Counselors work in Foster High School, Dimmitt Middle School and the Renton facility to help youth recover and achieve academic goals.

Healthy Start: A 5-year evidence-based home visiting program for young parents under age 24.

Infant Mental Health: An attachment-promoting program for children under 5 and their caregivers.

RAYS UP: A youth mentoring/coaching program that prevents first or subsequent juvenile justice involvement and works to reduce dropout rates.

Kinship Support Program: Designed to support individuals, often grandparents, caring for a relative's child(ren), the program offers twice monthly support groups and case management.

Situational Analysis

For nearly 50 years, RAYS has remained a highly regarded and trusted provider in our community.

With an annual budget of roughly \$2 million, RAYS currently provides counseling and case management to nearly 1,700 different individuals annually and averages 500 in any given month. A large percentage of the clients are low-income and youth of color. RAYS employs 40 full-time, part-time and intern staff. RAYS staff are professionals, many with advanced degrees or certifications. The Board of Directors is made up of 9 strong community members with a commitment to the organization.

This is a pivotal time in RAYS' evolution. In November 2017, the Executive Director of 35 years left the organization. For the past 8 months a professional Interim Executive has been in place to assess the current situation and prepare for the hiring of a permanent Executive Director. The Board has taken time to reassess the strategic and business plan and determine what is needed in the next leader of RAYS. The Board has renewed their commitment to the mission and supporting the success of the new Executive Director.

The current environment for community mental health has been changing and continues to change. Over the next 5 years, the Executive Director and the Board will work closely together to explore possible agency operating partnerships and other strategies for service delivery and long term sustainability.



The Opportunity

Renton Area Youth and Family Services (RAYS) seeks an **Executive Director** with passion, experience and the capacity to ensure the continued access for children and families to high-quality behavioral health and preventative services. The ideal candidate will have excellent nonprofit business acumen including the proven ability to handle complex finances in a rapidly changing environment; strong & kind ethical leadership; and effective relationship building that results in community trust and financial donations. Additionally, RAYS seeks the **following skills and attributes**:

- Commitment to equity, inclusion and social justice. Displays cultural competency. Familiarity with marginalized populations.
- Demonstrated success leading staff and volunteers to strong organizational results in social services, case management and/or behavioral health services.
- Strong business background. Experience with multifaceted budgets greater than \$1 million. Can challenge the pace while maintaining balance of business and mission.
- Displays transparent proactive communication style. Ability to create a work environment where there is respectful, honest and decisive action. Supportive but firm.
- Ability to navigate the uncharted & complex waters of Medicaid and integrated health care.
- Proven success personally cultivating donors and asking for major gifts.
- Ability to manage the Human Resource policies of the agency. Commitment to developing staff and volunteers to realize their professional potential and maximize contributions.
- Current member of community and/or integrated health care a plus.

Key Areas of Responsibility

Leadership & Communication: Communicate and expand the reach of RAYS' mission through consensus and team-building with staff, board and community. Uphold the values and represent the organization in the highest regard in all community interactions. Transparent and appropriate.

Financial Development: In partnership with the Board of Directors and the Director of Strategic Relationships, implement a strategic development plan that helps to expand mission reach by engaging all different types of donors and partners.

Board Relations: Establish and maintain a productive relationship with the Board of Directors through open and honest communication, and by supplying the information, tools and resources necessary for the effective governance of RAYS. Engage in strategic planning and visioning. Actively participate in board development, including the ongoing training, recruitment and orientation of board members.

Fiscal Management: Ensure long-term financial viability of the organization. Ensure sound fiscal practices, record keeping and reporting are established and executed.

Program and Organizational Management: Develop, communicate and implement an annual operating plan in support of the strategic plan and organization business plan. This plan must also include an annual and long-term property strategy. Make course corrections as necessary ensuring day to day operations are of high quality, relevant and efficient.

Staff Development and Supervision: Direct all Human Resource policies and procedures. Provide leadership, staff supervision and development through an executive team to more than 40 full-and-part time staff and interns. Expand volunteer involvement.



Submission

REQUIRED CRITERIA:

- B.A. degree from a college or university in human services, social sciences, or public policy.
- Five (5) years of progressively responsible management experience with a community based agency serving “at-risk” children, youth and families.

TO APPLY PLEASE SUBMIT:

- Resume with summary of qualifications limited to two pages.
- Cover letter including a personal statement expressing how the position of RAYS' Executive Director aligns with your personal and professional goals.
- Three (3) professional references.

Please email resume, cover letter and three professional references to: search@loveallprice.com, inquiry welcome.

COMPENSATION:

- \$95,000 - \$105,000 DOE
- Medical and Dental benefits
- Long and Short-term Disability
- Liberal time off

TIMELINE:

Resume deadline is September 13th; first round of review, September 6th.

Preliminary screening and interviews through Sept 19th.

September 24th formal interviews.

For more information, visit our website rays.org.

