



CEO Position Profile

Location: San Antonio, Texas

Reports to: Executive committee of the board of directors

Organization Overview and Background

Mission Road Ministries is a faith-based nonprofit organization dedicated to serving individuals with intellectual and developmental disabilities (IDD). Founded in 1947 in San Antonio, Texas by Clifford and Adele Bledsoe, Mission Road Ministries (MRM) opened its doors to serve the Bledsoe's son and several other children in the community. In 1954 the organization was chartered by the State of Texas as a non-profit rehabilitation center for individuals with IDD and for the past 78 years has continued to evolve its programming to provide compassionate, comprehensive care through residential programs, day activity centers, vocational training, and therapeutic services. With core values that include faith, family, integrity, respect, and teamwork and a mission rooted in dignity, independence, and inclusion, MRM supports more than 650 individuals daily.

MRM runs with high efficiency, has an annual operating budget of nearly \$20 million, and has \$35 million in assets. Its 22-acre campus includes six cottages, a programming and recreation center, pool and water park, medical clinic, education and training facilities, a prayer garden, chapel, and an administration building. MRM has a staff of more than 225 dedicated employees. MRM is governed by a dedicated and diverse board of directors, composed of leaders from the community whose backgrounds include finance, law, healthcare, community service, and more. For information, visit www.missionroadministries.org

Position Summary

The CEO will be a forward-looking, visionary, and strategic leader who can safeguard the assets and reputation while building upon MRM's success in transforming lives. He or she will have the primary responsibility for the evolution and execution of MRM's strategic plan, including the vision, development, and effectiveness of the organization. The CEO will drive public policy and advocacy efforts and explore collaborations to advance MRM's purpose.

The CEO will also make effective use of the organization's board to cultivate fund-raising and awareness-raising and will continue to strengthen the already sound leadership team by providing targeted coaching and mentoring.

The CEO will join the team during a transitional period as two legacy leaders are departing. This is a very important time for MRM and for the next leader, who will help fulfill the collective ambition to ensure the viability, financial sustainability, and relevancy of MRM for generations to come.

The CEO will, through effective delegation to the executive team, work to ensure the highest standards are achieved in the areas of:

- Financial prudence and integrity
- Community, partner, and governmental agency relationships
- Corporate, foundation, government, and individual giving
- Delivery of effective transformational services to those with IDD.
- Accountability for excellence in infrastructure and operations
- Compassionate and respectful culture

Key Executive Objectives & Responsibilities

- Lead strategic planning efforts for campus development, operations, and external outreach to ensure maximum efficiency, always focused on best practices and equity.
- Provide oversight of funding efforts, including federal, state, and local government grants, ensuring compliance and fiscal responsibility.
- Support the expansion of fundraising initiatives to secure operational funding and additional capital funding, engaging donors, foundations, and corporate partners.
- Ensure high-caliber recruitment, organizational development, and effectiveness. Develop the team to allow for successful delegation.
- Instill in staff, volunteers, and partners a sense of urgency, ownership, and accountability.
- Maintain and grow relationships and collaborations with leaders from business, government, community groups, partners, funders, and other relevant organizations.
- Serve as the communication link between the clients, staff, and the MRM community and board of directors.
- Promote a culture of openness, candor, and transparency.

Education & Experience Requirements

- At least 15 years of executive leadership experience in a progressive business, educational, governmental, or non-profit organization similar in size and scope to MRM.
- Bachelor's degree required; advanced degree preferred.

- Proven management and problem-solving skills. Thorough understanding of strategic planning, resource allocation, leadership technique, and production methods.
- Proven track record in fundraising, public policy advocacy, and stakeholder engagement.
- Understanding of healthcare, Medicaid, and delivery of services.
- Experience working with complex operations, large budgets, and diverse funding streams.
- Excellent people-management skills to assess, inspire, mentor, and manage staff.
- Proven written and verbal communication, as well as presentation skills.
- Experience serving a board or working on a board of directors.
- Tech-savvy.
- Bilingual (English/Spanish) fluency a plus.

Essential Personality Traits and Skills

- Passion and energy for MRM's mission, programs, and purposes. Utmost respect for the organization's clients and partners.
- Integrity above reproach, treating all with respect.
- Empathetic, adaptable, approachable, and collaborative personality; superb interpersonal skills.
- Sense of personal ownership and accountability; leads by example.
- A "big picture" thinker who also possesses attention to detail.
- Champion for learning, growth, mentorship, and advancement, fostering a culture of development.
- High moral standards appropriate for leading an organization dedicated to the public good.

Compensation

Competitive cash compensation, plus excellent benefits.

Please Contact:

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**All inquiries will be treated confidentially.
Do NOT contact Mission Road Ministries or board members directly.**