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Jewish Collaborative Services of Rhode Island

President & CEO

<https://jcsri.org/>

POSITION:	President & CEO
REPORTS TO:	Board of Directors
LOCATION:	Providence, Rhode Island

Mission

The mission of Jewish Collaborative Services (JCS) is to sustain, nurture and strengthen the well-being of seniors, adults, children and families and to ensure access to a full continuum of care through the life cycle, within the framework of Jewish tradition and values.

Values

JCS is governed by Jewish values, which reflect care and respect for others and dedication to family and community.

- *Tikkun Olam* (Repairing the World)
- *Sherutei Rachamim* (Compassionate Service)
- *Kehillah* (Community)
- *B'Tzelem Elokim* (Honoring the Individual)
- *Kivud av v'em* (Honor thy Father and Mother)
- *Hitkadmud* (Cultivation for the Future)

About Jewish Collaborative Services

Jewish Collaborative Services was established in 2018 through the union of two of Rhode Island's premier social services agencies: Jewish Family Service of RI (JFSRI) and Jewish Seniors Agency of RI (JSARI). Both agencies were grounded in the values of compassion, humanity and inclusiveness, serving all in need.

JFSRI was established in 1929 to provide financial assistance for Jewish families. Its role evolved over the years to meet the needs of the community by providing high-quality social services such as senior care, counseling, adoption services, nutrition programs and emergency assistance to people of all religions. It has been a bastion in the community since its inception.

JSARI was established in 1887 to ensure access to a full continuum of care for Jewish and other seniors in the greater Rhode Island community. Over time its housing and outreach efforts expanded to include enriched assisted living, respite care and affordable housing with nutrition and activity programs. All are widely known for their exceptional services.



JCS is a comprehensive, solution-oriented, full-spectrum service organization, offering aging and wellness programs, assisted living, support for caregivers, affordable housing for seniors and the mobility impaired, counseling services for children and adults, food and nutrition programs, adoption services and more. In 2021, JCS touched the lives of 5,187 individuals through its various programs and services.

Although the organization's work is guided by Jewish values, it serves those of all backgrounds and religious affiliations.

Programs and Services

Jewish Collaborative Services offers an array of programs and supportive services to support individuals throughout the community.

Social Services

- The **Case Management** program is designed to support individuals and families who need financial assistance, to identify social service needs, and to provide guidance in accessing services and help in figuring out next steps to manage new or developing challenges.
- The **Counseling Center** offers help and hope to anyone facing emotional, health, family, school, work or life stress. Expert help for individuals and families includes individual therapy for clients across the lifespan and family therapy to help children achieve greater emotional health and to address parenting concerns.
- **Adoption Options** practices acceptance and inclusivity in guiding families through the adoption process. Licensed to work with Rhode Island and Massachusetts families, our adoption professionals provide personalized services to assist families in the adoption journey, including home studies and post-placement services.
- The **Kesher Program** is a synagogue-based program that brings workers on site to provide both immediate and long-term support for the congregation.

Housing

- The **Phyllis Siperstein Tamarisk Assisted Living Residence** offers a full range of living options for seniors. In addition to upscale assisted living residences, Tamarisk provides short-term respite care and adult day services in an on-site adult day center. All residents and day center attendees receive support from Tamarisk's skilled and caring staff and access to JCS programs and facilities. Tamarisk offers a close-knit community and a home-like ambiance where each face is familiar, and everyone is important.
- Shalom affordable housing complex, which includes **Shalom and Shalom II Apartments**, offers supportive living with services for seniors and the mobility impaired. This approach enables us to offer an enriched service environment where tenants thrive. Since it opened in 1980, Shalom's reputation has grown both locally and nationally as a model for supportive affordable

housing. Both Shalom and Shalom II have earned a superior rating from the U.S. Department of Housing and Urban Development. Shalom and Shalom II are located on a landscaped, 8.6-acre site in Warwick, Rhode Island.

Aging and Wellness

- **Jewish Eldercare of RI (JERI) Outreach** staff visit isolated Jewish seniors in nursing homes and at home throughout the state of Rhode Island. JERI staff conduct friendly visits and Jewish themed activities at long-term care facilities, and provide training to facility staff, so they have a better understanding of the traditions that mean so much to Jewish seniors.
- The **Lifeline RI** medical alert service provides fast access to help in the event of a fall or other emergency.

Nutrition

- The **Louis & Goldie Chester Full Plate Kosher Food Pantry** helps reduce the strain on families in the community who are food insecure because of financial challenges. The pantry provides an option for members of the Jewish community to receive kosher food. Kosher chicken, produce and non-perishable items, as well as personal care items are distributed to those in need. Individuals can pick up food at the pantry, which is located at JCS' Providence headquarters; food is delivered to individuals who are homebound or otherwise unable to visit the pantry.
- The **Kosher Nutrition** program provides kosher meals for older adults and those with disabilities at two communal locations or at home. The Kosher Senior Cafes, located in Cranston and Providence, offer social activities as well as delicious hot meals. In addition, the kosher Meals on Wheels program delivers meals to homebound seniors in Providence, Pawtucket, Cranston and Warwick, Rhode Island.

JCS has a close, collaborative relationship with The Jewish Alliance of Greater Rhode Island, which is a unified entity of the Jewish Federation of RI, the Dwares Jewish Community Center and the Bureau of Jewish Education. JCS and The Alliance have many shared values and aligned goals that support the well-being of the community, including Collaboration and Enhancing Connection with other Jewish organizations and synagogues, volunteers and organizations outside the Jewish community to aid those in need. Through an annual RFP, JCS receives approximately \$300,000 from The Jewish Alliance of Greater Rhode Island to support the kosher nutrition program, case management, Jewish Eldercare of RI (JERI), the kosher food pantry and Keshet.



JCS has an operating budget of approximately \$10M, an endowment of \$18M and is governed by a 21-member Board of Directors and administered by 112 staff. JCS has locations in Providence and Warwick, Rhode Island.

For more information about Jewish Collaborative Services of Rhode Island, please visit <https://jcsri.org/>.

The Opportunity

Since 2018, as JFSRI and JSARI merged to form JCS and as it navigated through the COVID-19 pandemic, the organization has taken innovative steps to meet the needs of the community in new and exciting ways. JCS now seeks a President and CEO who will continue to move the organization forward to meet emerging needs in the community.

In the coming years, the next CEO will have the opportunity to drive key objectives, including the essential leadership and management goals outlined below:



- Develop and implement strategic vision and goals for the near and long-term, in collaboration with the Board of Directors, staff and key stakeholders.
- Outline and fund major strategic initiatives across the organization, including capital projects and new programs in collaboration with the JCS staff and leadership.
- Strengthen financial and operational management practices and infrastructure capabilities of JCS to meet the demands of a larger and more complex organization.
- Increase the brand visibility and strong reputation of JCS to engage a more diverse set of stakeholders in the work and service of the organization.
- Conceptualize, achieve and sustain new sources of revenue through innovative programming, potential new earned revenue opportunities and strengthened fundraising outreach.
- Work to further the professional development and effectiveness of the core leadership team and the larger staff at JCS, to inspire a cohesive, high-performing team of staff and volunteers.

Candidate Profile

The ideal leader will have a deep passion for, commitment to and knowledge of social services and/or assisted living or affordable housing. This individual will have the ability to build strong relationships quickly and will display leadership qualities including empathy, honesty, integrity and intelligence.

The successful candidate will demonstrate a proven track record of effectively managing key internal and external priorities and successfully leading organizational change. The person we seek must be adept at critical thinking and strategic planning. They will be skilled in organizational management and development, with a minimum of five to ten years of senior leadership experience, preferably attained in a complex multi-service organization. This person will possess well developed administrative skills, including strong financial acumen.

The new CEO will possess exceptional leadership qualities, including dynamic interpersonal communication skills, effective collaboration and collegial relationship-building in communities such as those served by JCS. They will be a clear communicator with exceptional written, verbal and presentation skills. The well qualified candidate will demonstrate an ability to be comfortable and engaged in a broad variety of social settings and to effectively communicate and collaborate with a broad and diverse range of individuals throughout the community.

A background working within a large, multi-layered organizational structure would also be beneficial. Experience in fundraising and/or generating capital from major donors and/or investors for programs or projects would be a plus. The individual must be a strategic thinker and problem-solver without seeking or desiring to solve every challenge themselves; a healthy and intentional reliance on staff and board members is required. Humility and an attitude of servant leadership will be effective traits in harnessing the efforts of others and in furthering the impact of JCS. A track record of successfully engaging with an active and participative governing board must be evident.

Experience working in eldercare or healthcare is a plus, but not a requirement. Strong consideration will be given to leaders with other relevant experience and expertise. A bachelor's degree from a four-year college or university is required, and experience working with nonprofit organizations is preferred. Understanding of and respect for the Jewish community and culture is required, and candidates from all backgrounds are encouraged to apply.

To confidentially apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/3QSEI6a> (click on the Apply button at the bottom of the page).

COMPENSATION AND BENEFITS

The salary for this position is commensurate with experience. JCS offers a comprehensive benefits package, including but not limited to paid holidays, vacation, health insurance and life insurance/AD&D policy as well as a retirement plan including employer contribution.

EQUAL OPPORTUNITY STATEMENT

Jewish Collaborative Services is an Equal Opportunity Employer, complying with all applicable laws regarding equal employment opportunities for all qualified applicants and employees.