

Chief Executive Officer

Position Profile

Location: Buckhorn, KY

Introduction to Buckhorn Children & Family Services

For more than 100 years, Buckhorn Children & Family Services (BCFS) has provided support to children and families across Kentucky. Care and treatment of Kentucky's most at-risk children and youth is at the heart of BCFS's work, even as BCFS recognizes that sometimes this means serving and treating the whole family.

BCFS has a powerful mission: *We are changing lives by providing mental and physical healing, social acceptance, and spiritual hope.* The organization's vision is that children, families, and individuals become independent, healthy, and strong, thriving in their homes and communities.

To achieve this mission, BCFS offers five programming areas:

- **Addiction recovery:** Two cottages nestled in the foothills of Perry County, Kentucky offer 12 rooms each, one for men and one for women. Combining individual and group therapy with Medication Assisted Treatment (MAT) and educational resources, BCFS provides clients with the tools they need to take charge of their recovery process.
- **Residential treatment:** On its Dessie Scott campus, BCFS offers two residential cottages for boys ages 12 to 17 with developmental disabilities. Boys referred here are survivors of chronic and frequently severe abuse and neglect. BCFS is committed to showing these tweens and teens a hopeful world, preparing them to move toward self-sufficiency.
- **Family preservation:** BCFS helps families in imminent danger of having a child removed from the home and placed in state-funded care. The goal is to prevent unnecessary removal through intensive, on-site interventions, to teach families the skills they need to prevent future occurrences of abuse and neglect, and to reduce the length of stay in out-of-home care for the child/children.
- **Foster care and adoption:** BCFS trains qualified foster parents to provide a loving family setting while children receive trauma treatment. Children and teens referred to the program have often been moved through multiple other placements. The program seeks to help kids learn to cope, trust, and accept the traumatic experiences of their lives—so they can become productive adults and parents.
- **Outpatient clinical services:** BCFS treats children and adults (age 5 and up) coping with mental health disorders combined with underlying issues such as drug addiction, domestic violence, poverty, mental illnesses, developmental delays, and educational needs.

Buckhorn Children & Family Services holds five core values that underpin its work: compassionate, responsive, evidence-informed, good stewards, and faith-based.

The Opportunity

Buckhorn Children & Family Services seeks a collaborative, experienced, visionary leader to oversee the agency's continued success serving youth and families with high-quality, holistic, person-centered care.

The incoming CEO will collaborate with a committed Board of Directors and long-tenured leadership team to shape the vision and strategy to guide the agency into its next era.

This is a time of positive momentum for BCFS. A strategic plan was developed in the winter of 2023 and spring of 2024, and the organization is now following a strategic implementation plan to meet its two-year goals. The strategic plan celebrates the assets and opportunities BCFS possesses to address the evolving needs of children and families. The organization employs a dedicated core staff who are trained in the newest modes of treatment. The agency is in its strongest financial position in recent years. The building and grounds provide opportunities to house a variety of services in a stunning picturesque, but remote, location. And the long legacy of outreach to children and families results in a positive statewide reputation.

BCFS is working actively to address challenges. Like most social service agencies, BCFS benefits from a long-tenured team, particularly at the leadership level, but has had difficulty recruiting and retaining staff in some core program areas. In addition, the evolving needs of the community and shifting funding landscape have required the agency to remain nimble and responsive in its approach, while addressing rising costs for staffing, programming, and capital improvements. Looking ahead, the Executive Team of BCFS will work to advance existing programs, add programming to address unmet needs, and build administrative strategies for a strong organizational structure.

About the Position

The CEO at BCFS provides strategic, visionary leadership for the agency and oversees day-to-day operations in partnership with a talented team, committed board, and a network of engaged stakeholders and community partners. The CEO will:

- Lead implementation of the organization's 2024-2026 strategic plan, with a focus on maintaining and expanding the agency's core services to meet urgent community needs, ensuring operational effectiveness, and elevating the organization's profile to referral partners, donors, and other stakeholders.
- Oversee six direct reports, including the agency's Chief Financial Officer, Chief Operations Officer, Chief Clinical Officer, Chief Development Officer, Director of Compliance, and Director of Intake and Referrals.
- Ensure operations, including program delivery and fundraising, align with the organization's mission and strategic purpose.
- Cultivate and steward relationships with current and potential organizational supporters and partners including individual donors, corporate sponsors, foundations, civic and government leaders, and church representatives.
- Elevate the organization's visibility statewide and educate the community about BCFS's mission and impact.

Key Position Functions

Vision and Strategy: Develop and articulate a vision and strategy for BCFS's future and mission. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Anticipate future needs and developments for the organization. Develop, in collaboration with the Board of Directors, strategic and operating plans that anticipate marketplace trends and meet BCFS's

mission as well as address demonstrated community need for recovery, mental health, and behavioral health needs. Ensure plans and activities align with the overall strategy.

Leadership and Management: Hire and manage a results-driven staff and provide leadership to the team. Oversee staff development, providing ongoing coaching and feedback on employee performance. Ensure a strong culture of accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

Governance: Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. In partnership with board leadership, onboard new board members and develop plans to leverage expertise and relationships and deepen engagement. Ensure board members of diverse viewpoints and backgrounds are engaged in the substantive work of BCFS.

Financial Management: Oversee the creation of the annual budget, ensuring that budget expectations are met or appropriately adjusted and communicated. Prudently manage the organization's resources within those budget guidelines according to current laws and regulations. Interpret financial data for board and staff, ensuring financial performance aligns with agency priorities.

Advocacy and Public Policy: Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for addiction treatment, foster care, and mental and behavioral healthcare.

Program Development and Oversight: Collaborate with staff leadership to develop and implement programs that support the organization's mission and strategic goals and address unmet needs in the community. Conduct periodic and ongoing needs assessments. Establish and/or maintain exemplary standards for client service. Ensure policies and procedures align with agency, state, federal, CARF, and other governing procedures. Assess opportunities for partnership and identify pathways to expand the organization's reach and impact.

Resource Development: Lead revenue development and fundraising initiatives to ensure BCFS has the resources to sustain and grow its work. Lead board and staff to identify, engage, and steward individual and institutional funders. Ensure alignment of resource development goals and agency needs.

Competencies Required for Success

- Action oriented
- Business insight
- Communicates effectively
- Develops talent
- Drives vision and purpose
- Ensures accountability
- Financial acumen
- Interpersonal savvy
- Plans and aligns
- Resourcefulness
- Situational adaptability
- Strategic mindset

Qualifications

Required Qualifications

- Master's degree in business administration, social work, or a human services-related field, or equivalent combination of a bachelor's degree and relevant experience.
- Proven professional experience in a leadership role at an agency working with children and families.
- Professional experience leading cross-functional, collaborative teams.
- Valid driver's license in the candidate's current state of residence.
- Demonstrated personal and professional commitment to the mission and clients served by BCFS and personal values that align with the agency's values.
- Proven financial management experience; preference will be given to candidates with experience managing complex, highly regulated local and government grants and contracts.
- Experience building effective community and agency partnerships.

Preferred Qualifications

- Lived or professional experience in the Eastern Kentucky region.
- Licensure in social work or counseling is strongly preferred but not required.

Salary and Benefits

BCFS is pleased to offer a competitive compensation and benefits package for this position. The target salary is \$130,000-\$150,000, commensurate with experience. In addition, the CEO receives access to an executive residence, owned by BCFS, and a vehicle for professional use.

Application Process

Benefactor Group is pleased to be assisting Buckhorn Children & Family Services with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a resume and formal cover letter in pdf format to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

To learn more about Buckhorn Children & Family Services, please visit <https://buckhorn.org/>.

Please do not contact Buckhorn Children & Family Services staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.

About Buckhorn, KY

Buckhorn is a small, scenic mountain town in Perry County, KY. Close to Buckhorn Lake and Buckhorn State Park as well as the Red River Gorge, and adjacent to the Daniel Boone National Forest, this picturesque Appalachian setting offers many opportunities for recreation: hiking and biking, hunting and fishing, climbing and paddling—all with breathtaking views. The rural beauty of the county is complemented by easy access to major centers like Lexington and Knoxville.

Buckhorn Children & Family Services is central to the history and character of Buckhorn. The Buckhorn Children's Center was founded in 1902 by Reverend Harvey S. Murdoch, as a K-12 school called Witherspoon College. Reverend Murdoch was also pastor of Buckhorn's iconic Log Cathedral, completed in 1928.

Now the home of the Buckhorn Lake Area Presbyterian Church—the center of community life in Buckhorn—the Log Cathedral is listed on the National Register of Historic Places. It symbolizes the powerful sense of connection that people born in the Buckhorn area feel for this region. As the former pastor, Tom Burns, commented, "After World War II started and the depression, a lot of people migrated out of the area. But this has always been home. There's something about the mountains. The people here are special. This is home."

That feeling of home is celebrated at proud community events: Perry County Fair, farmers' markets, music festivals, and craft fairs. In 2022, 28,000 people called Perry County home; the median age is 41.

Other anchor institutions in Perry County include Hazard Community and Technical College, a comprehensive community and technical college and the Hazard ARH Regional Medical Center, both located in the county seat. Appalachian Regional Healthcare (ARH) is a nonprofit health system serving 350,000 residents across Eastern Kentucky and Southern West Virginia; it is the single largest employer in Southeastern Kentucky. U.S. News recently ranked Perry County one of the best counties in the country for healthcare access.