



## PRESIDENT/CEO OPPORTUNITY PROFILE

Vienna, VA 22182

<http://jillshouse.org>



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## OVERVIEW

In the words of Jill's House CEO Cameron Doolittle,

***We see Jill's House at the forefront of a movement to bring much-needed respite to weary families through an innovative, proven solution (overnight respite) to one of the fastest-growing challenges our country faces (the inexplicable growth of autism). The objective of the movement is to reach these families with the amazing news of the Gospel and to change the face of disability ministry in America, ensuring that every family has overnight respite within reach and a connection to a church that embraces them.***

God is using Jill's House to renew families, by giving parents of children with special needs the precious gift of time. Jill's House becomes a "home away from home" for children with intellectual disabilities. Finding a "rhythm of respite" enables families who are stretched to the max to recharge and be at their best as parents and spouses. Jill's House is truly a unique source of hope and joy to all they serve, and their objective is to share this gift with families across the nation.

To accomplish that vision, they built a "respite resort." Jill's House began as a 42,000-square-foot 45-bed center that functions as a type of "Great Wolf Lodge" for children with special needs and their families in the Greater Washington, DC area. In its short history, Jill's House has already expanded to several states and now employs more than 100 full- and part-time staff. The need for respite is so great that a new family registers to come to Jill's House every day. They serve boys and girls, ages six through seventeen, with intellectual disabilities such as autism, brain injury and Down syndrome, without regard to race, religion, or ethnicity.

But Jill's House offers more than the gift of time—they want to give the gift of God's grace, too. Nearly 90% of these families are not connected to a church—an opportunity ripe for the Gospel of Jesus Christ. Their hope is that their model will help change the way communities across the country address the needs of families with children with special needs. Jill's House has expanded its ministry to Colorado, California, Texas, and Maryland, with new opportunities opening continually.

God has prepared a unique individual to lead a mission of compassion both in Washington DC and around the country—this person has an unprecedented opportunity to reach a segment of society in need with compassionate, Christ-centered care.



## HISTORY

Jill's House is named after a very special young lady. In 1992, Jill was born a strong and healthy baby to her parents, Lon and Brenda Solomon. Unbeknownst to them, Jill was born with Dravet Syndrome – a rare seizure disorder.

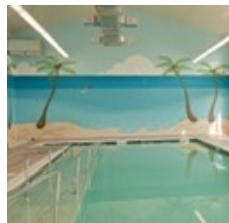
At three months old, Jill started having multiple seizures every day.

The Solomons' happy and peaceful life with three sons and a baby girl began to unravel. Lon and Brenda suffered tremendous stress and exhaustion. Sleepless nights and regular trips to the ER marked their lives.

As Lon and Brenda Solomon began raising Jill, God opened the eyes of the McLean Bible Church community to see these needs. The church began serving children and families in numerous ways through its Access Ministry. But the Solomons and McLean Bible Church continued to see desperation in families' eyes and prayed about how to do more to help.

Their life changed when a friend stepped in and introduced them to the concept of respite. Respite provided an occasional break for Lon and Brenda to spend time with their boys and with each other, or simply to sleep. The difference respite care made in their family

– restoring hope, light and even laughter – planted a vital seed that eventually led the Solomons to found Jill's House in 2001. As Brenda says, "Jill's House wasn't built just to give parents a break. We built Jill's House because we wanted to build an exceptional place for these amazing children." After years of prayer and fundraising, Jill's House opened in 2010.





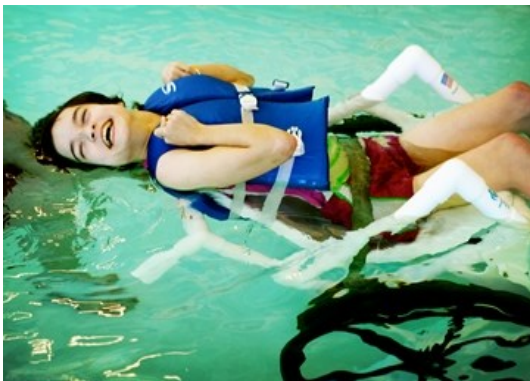
## THE OPPORTUNITY



The next CEO will lead the Jill's house staff as they play a critical role in a national movement that will change the face of disability ministry in America. Jill's House is a 501(c)(3) integrated auxiliary of McLean Bible Church with its own board. Their mission is to be a safe haven where parents can entrust their children, allowing the parents a time of rest.

*Consider Katie's story:*

***Katie sleeps fewer than five hours per night. Her parents were exhausted and ready to give up on their marriage. Now, during Katie's weekly visits to Jill's House, her parents have time to rest and reconnect with each other and their other daughter. Katie's mom recently told us, "Jill's House saved our lives."***



Parents of children with special needs experience 60% more stress and are 80% more likely to get divorced than the rest of the population. Their stress level hinders their ability to care for their child, which further delays the child's development. These parents often feel alone and unable to change their situation. The next CEO will lead the Jill's House team as they address those needs both locally and nationally through strategic partnerships.



Reporting to the Board of Directors, this individual will be responsible for the overall operations of Jill's House, including fundraising and building an outstanding customer experience for those the ministry blesses. The next CEO will also be responsible to lead the staff spiritually, encouraging their spiritual formation, and equipping them to minister in the name of Christ to families in need. Receiving no direct state or federal funding, Jill's House was created and is maintained through individual donations and grants, with a budget of approximately \$5 million in 2014.

An attractive compensation plan, including an incentive plan, will be offered. The President/CEO should plan on living within a reasonable distance to the Jill's House campus in the Metro DC area. Assistance in relocation will be offered if needed.



## Responsibilities

*The ideal candidate will...*

### Provide Inspirational Leadership

- Lead the entire Jill's House staff and volunteer team, building a collaborative, caring, high-performing environment. Direct reports currently include Chief Administrative Officer, VP of Advancement, Family Relations Director, and VP of National Programs. (Under consideration is Chief Development Officer.)
- Support the Board of Directors, seeking and building board involvement.
- Oversee the financial status of the organization to ensure health and integrity.

### Provide Compelling Communication that Inspires Generosity

- Tell the story of Jill's House in a compelling and inspiring way to donors and potential supporters of the ministry.
- Oversee all aspects of communications to internal and external stakeholders.
- Be the "face" of the ministry.

### Cultivate a Collaborative Culture of Excellence

- Be the spiritual leader for the ministry. Ensuring the ministry stays Christ-focused and true to its vision of introducing families of special needs children to Jesus.
- Ensure that Jill's House's world-class programs and safety record continue to reflect God's excellence.



## QUALIFICATIONS

The President/CEO will be thoroughly committed to the Jill's House mission. All candidates should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:

- Communicates persuasively and passionately with excellent interpersonal skills.
- Leads with an innovative, action-oriented, and adaptable approach to business planning.
- Inspires confidence with integrity, honesty, and a positive attitude.
- Possesses a healthy amount of self-awareness, knowing one's strengths and weaknesses and how one is perceived by others. Seeks personal feedback.
- Demonstrates unwavering commitment to quality programs and data-driven evaluation. Ability to set and achieve strategic objectives, and manage a budget.
- Displays compassion and excellence in organizational management with the ability to coach staff, develop high-performance teams, and collaborate with a board of directors.
- Finds consensus among differing opinions and enables sound decision making.
- Has shown strong marketing, public relations, and fundraising skills. Is able to communicate and work effectively with a variety of internal and external stakeholders.

## Requirements

- Minimum of a BA, ideally with an MBA, MPA or related advanced degree.
- At least ten years of senior management experience. At least 15 to 20 years of overall professional experience.
- Ten years to give to this leadership role.
- Prior nonprofit experience preferred.
- Prior management experience of a national or multisite organization preferred.

As an integrated auxiliary, Jill's House employees are hired by McLean Bible Church and governed by the church's [Vision, Values](#), and [Standards of Christian Conduct](#).



## ABOUT THE COMMUNITY

Jill's House is located in the DC Metro area, the nation's capital and a thriving metropolis of nearly six million people. In addition to its proximity to the nation's greatest public spaces like the Smithsonian Institute, the National Mall, the Library of Congress, the White House and the Capital (six of the top 10 buildings in "America's Favorite Architecture" are in the District of Columbia) the DC area has significant beauty, with a series of public parks and waterways. The real estate market is one of the strongest in the country, and home to world class shopping and industry. Neighboring Northern Virginia has some of the country's best schools and most beautiful homes, inviting for families of all ages.



## THE SEARCH AND SELECTION PROCESS

Bruce Dingman, President and Dr. Rich Kidd, Vice President will conduct the search on behalf of the Dingman Company, Inc. an executive search firm which has a successful track record of numerous similar searches [www.dingman.com](http://www.dingman.com). This opportunity will be shared with many people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone interviews.

Those candidates holding strong promise will prepare a detailed resume and respond to a prepared Questionnaire. The search consultant will then conduct personal interviews. The next step will include checking candidates' references, verifying degrees, and completing a background check.

In collaboration with Jill's House, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively. Maintaining confidentiality, as needed by a candidate, will be an important part of the process. A practice of prayer and intercession will be observed throughout, with the hope of discerning God's will in this important decision.



*The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business world nationwide since 1979. While most of our assignments are in the corporate sector, due to our faith, we also serve many non-profit organizations who are followers of Jesus Christ.*



Our client is committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require that a candidate give the recruiter access to third parties. The recruiter and the Search Committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.



For further information on this position, please contact:

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