

RESURRECTION POWER OF WASHINGTON PENNSYLVANIA
POSITION DESCRIPTION

History: In 2000, five Presbyterian pastors in Washington, Pennsylvania created a regional Recovery Ministry. Their intent was to serve and help those struggling with addiction, including their loved ones, and to provide spiritual support for those in the 12-Step community. Through God's grace much prayer, visioning and community support, Resurrection Power came to be on January 1, 2001. Rev. Bob Hedges has been its Executive Director since then.

Mission: Resurrection Power will carry the message of God's love for people affected by addiction in order that they may find freedom through God's power and grace to live a new life without the use of drugs or alcohol. In a broad sense, this mission is directed at not only people diagnosed with Substance Use disorder (SUD), but also family members, employers, and the whole community who are also affected by SUD.

Vision: Our vision is to create a Christ-centered community committed to building healing and healthy relationships with people affected by SUD in its various forms. This involves living out our discipleship as imitators of Christ, while proclaiming and demonstrating the Good News of God's love and grace. We do this in concrete ways that lead all of us toward restoration, reconciliation, and transformation. We humbly seek to manifest the Kingdom of God in this small community, one life at a time, and to live out the vision of ministry promised by Isaiah and fulfilled in Jesus:

"The Spirit of the Lord is on me,
because he has anointed me
to proclaim good news to the poor.
He has sent me to proclaim freedom for the prisoners
and recovery of sight for the blind,
to set the oppressed free,
to proclaim the year of the Lord's favor."

Strategy: We currently operate four Recovery Houses, two each for men and women using a faith-based peer-based social model for recovery. Our houses provide a safe, structured, supportive and spiritually focused community environment for 12 Step recovery. In demonstrating and proclaiming God's love for each person in our houses, our hope is that they take their next step in their relationship with God; trusting, loving, and finding God's presence and strength in their journey towards freedom from the bondage of SUD. Our residents continue to utilize professional treatment as needed in the community and participate in local 12 step meetings. We do not duplicate services. We provide the loving support our residents need while on the journey.

There is no greater joy for us than to see God bring someone into our house who is broken, and angry at God and the world and begin to see healing and peace enter their lives. By a gentle proclamation and demonstration of the love and grace of God, we see God turn on the light. Slowly they begin to trust God and move forward to live a new life without the use of drugs or alcohol.

TITLE: Executive Director

PURPOSE: The Executive Director is responsible to provide comprehensive leadership, program management, and staff and resident supervision for Resurrection Power operations, to ensure program residents are enabled to implement a process of change through which they improve their health and wellness, live God-directed lives, and strive to reach their full potential.

ACCOUNTABILITY: Board of Directors (9 to 15 members)

RELATIONSHIPS: Board of Directors, paid and volunteer staff, residents, congregational and community leaders, contributors.

RESPONSIBILITIES:

- Discern, guide and implement the vision and mission of Resurrection Power
- Identify and secure a variety of financial, material and relational capital through a variety of means in order to ensure the sustainability of the mission.
- Provide ongoing representation and promotion of Resurrection Power for potential donors and the general public.
- Interact with the Board of Directors including:
 - Participation as a non-voting member
 - Provide timely information on successes and progress
 - Plan, develop and implement appropriate policy
 - Propose an annual budget
- Recruit and guide Task Forces as needed to address specific requirements or problems. Examples include:
 - Spiritual Development
 - Fund Raising activities
 - Facilities Task Force
 - Volunteer Coordination
- Maintain the Administration Policies Manual; monitor the implementation and progress of policies.
- Serve as Chief Operational Director of Resurrection Power with authority to make decisions on daily operational matters
- Oversee all staff, prepare and conduct formal performance evaluations of paid personnel annually.
- Provide for education and training for all paid staff, House Managers and volunteers regarding
 - Resurrection Power policies
 - Best practices
 - Ethical conduct
 - Any related legal requirements
- Provide Pastoral Care as needed with residents, and among all those connected with Resurrection Power's ministry

QUALIFICATIONS FOR EXECUTIVE DIRECTOR

1. Faith in Jesus Christ
2. Demonstrated maturity in faith and ethics
3. Experience/knowledge with SUD and the 12 Step of Recovery
4. Non-profit management experience
5. Competent biblical knowledge and religious history
6. Ability to provide pastoral care with people across a broad spectrum of spiritual/religious backgrounds, including anti-theism
7. Ability to preach, teach, do public speaking

Position Scope

- We currently operate four Recovery Houses, two each for men and women with a total capacity of 42 residents that includes 1 resident House Manager for each house.
- Current paid staff is:
 - 1 FT Executive Director
 - 1 FT Operations Director
 - 1 PT Ministry Advancement Manager (currently 1099 contract)
 - 4 PT House Managers – (live-in at no cost, plus \$200 monthly stipend)
- Financial
 - Fiscal year is July 1 – June 30th
 - Net Assets on June 30, 2022 \$82,701
 - Annual Revenue \$284,821
 - Resident Program Fees 45.3%
 - Contributions Individuals 20.5%
 - Contributions Churches 16.6%
 - Special Events 8.6%
 - Grants 7.7%

House Ministry

- Average Length of Resident Stay 161 days
- Total Census Capacity 42
- Average Census 38
- Estimated number of residents served over 15 years – 1,200

Vision/Issues for the near future

Our current mission and the strategy of operating four high quality Recovery Houses remains in effect, during FYE 2023. We foresee several priorities to maintain as new leadership transitions into place during FYE 2024.

1. **Asses the Quality** of the ministry we provide. How are things really going? What do we do well? How can we improve the quality of the recovery experience people in our houses have? How are we doing at implementing new software like One Step, to

measure the House Ministry results? Are we progressing at implementing the Donor/Volunteer Management System?

2. State Licensing: In June of 2022 the State of Pennsylvania began licensing Recovery Houses. There is much to be applauded in this advancement. However, we have some concerns about how the state's regulations could negatively impact the programming/operations of our faith-based houses.

Our current position is to go slow, seeking licensing one house at a time to measure the effects it may have on the overall ministry of Resurrection Power.

In the past, about 20% of our Resident's Program Fees have come from government sources that help new residents with their first 1-2 months of program fees. Without licensing, this support for our residents is no longer available. During this transition period we have created our own "Fresh Start" fund to assist new residents in financial need with scholarships toward their program fees as they seek employment.

3. Facilities: Our plan in the coming year is to put on hold a past plan to acquire a fifth house, and instead prioritize work on improving the quality of our current four facilities. The aims will be to A) improve safety features for our residents, for obvious reasons. These improvements would also make our facilities eligible for state licensure. B) improve each house's amenities to be consistent with our mission that communicates to our residents the message of their worth and value, and that they are loved by God and the community C) strengthen infrastructure by addressing overdue maintenance issues and make investment in ongoing maintenance of the properties a priority for the future.