

People soon become thirsty again after drinking water. But the water I give takes away thirst altogether. It becomes a well of water within, giving life. - Jesus, from the Gospel of John

Those who struggle with mental illnesses are thirsty for acceptance, support and meaningful relationships. Offering hope and healing through best-practice interventions, friendships and the power of faith, The Well Community provides a place to belong. Founded in 2002, "The Well" is a 501(c)(3) nonprofit organization. While it started as a simple, church outreach to a handful of people, The Well has grown into a flourishing, significant ministry among adults coping and managing serious mental illnesses. The Well's philosophy of care, relational engagement and holistic care combine to make a significant impact upon those we are called to serve.

## **Program Director**

Brief Summary:

The Program Director is responsible for the direction and oversight of all programs and ministries of the Well Community. The Program Director is responsible for developing and executing the goals and objectives, in coordination with the Executive Director.

The Program Director will:

- Working with the Executive Director to lead the organization
- Oversight of all programs and ministries of the Well Community to achieve successful outcomes (Community Life Center, Thursday Night Life, Case Management, Jacob's House, etc)
  - Use research-based best practices
  - Develop and implement short and long-term goals and objectives
  - Use intervention strategies utilizing a faith-based approach

- Provides leadership to program and ministry staff through effective goal setting, delegation and communication
- Responsible for the recruitment, orientation and onboarding of all program and ministry staff
- Responsible for the supervision and direction of all program and ministry staff
- Ensure the quality of programs is maintained through the supervision of all program and ministry staff
- Create tracking and evaluations for measurable impact
- Work with program and ministry staff to create, compile, and implement goals, strategies, and methods to meet the needs of clients.
- Research and develop partnerships and collaborations with corporations, churches, and non-profits to create new and innovative responses to the needs of the community
- Seek opportunities to promote programs through churches, corporations and other potential donor/volunteer groups. Participate in grant and foundation processes interested in funding mental health programs.
- Seasonally support community and special events to connect to the greater community.

The Program Director will also:

- Provide vision, focus and direction regarding the spiritual stewardship of all ministry-related functions of the organization
- Disciple and care for the spiritual needs of ministry staff - lead by example
- Ensure all staff and interns are of the highest moral and ethical standards
- Direct all aspects of Thursday Night Life
  - Recruit, organize, and coordinate speakers/preachers and congregations
  - Organize flow and theme in weekly worship service.
  - Lead and direct worship team, worship band and other participants

## Qualifications:

### Required:

- Master's Degree in social work or related field
- Licensed MSW for the State of Texas
- Five years of clinical experience, 3 of which is with adults with severe mental illness, including case management
- Minimum of 3 years' experience working with a faith-based organization or ministry
- Demonstrated knowledge in faith-based program development and community partnerships
- Excellent time management, organization and the ability to manage multiple priorities
- Proven ability to supervise, manage and train staff
- Excellent written and oral communication skills
- Working knowledge of Microsoft and Google applications

### Preferred:

- Bilingual Spanish

## Work Schedule

- Full-Time - salaried/exempt
- Standard office hours, except for Thursday evenings
- Occasional weekends based on the needs of the organization

## Benefits

- Vacation Time - 10 days, can be taken as accrued
- Sick Leave - 10 days
- Holidays - 10 days