



Residential • Home Care • Community Employment Services • Day Services • Training Institute

## Clarity Care, Inc.

### Chief Executive Officer Search Guide



EQUAL HOUSING  
OPPORTUNITY

## Overview

**Position:** Chief Executive Officer

**Reporting to:** Voluntary Board of Directors. Presently there are 9.

**Mission:** Clarity Care is a nonprofit organization that provides services for individuals with varying abilities so they can achieve independent and fulfilling lives within their community.

**Vision:** Clarity Care will be recognized as a leader and provider of choice for the programs we offer to individuals throughout Wisconsin.



## Who We Are

- Clarity Care has been in existence for over 50 Years. It was founded by two mothers who had children with disabilities and has grown in be a vital service provider throughout Wisconsin.
- Clarity Care serves:
  - ✓ The Developmentally Disabled & Physically Disabled (335)
  - ✓ The Frail Elderly (325)
  - ✓ Individuals needing assistance with Employment Services (77)
- Clarity Care is licensed as a Personal Care Agency.
- Heritage Court - Independent Apartments (69 Units) for individuals 55+ years old.
- Clarity Care owns Independent Apartments (16 Units) for Community Supportive Living.
- Clarity Care operates Day Services for Adults in 2 separate locations. We currently serve 50 adults.
- Clarity Care Training Institute – We train our Employees as well as those of other providers. We serve 700 annually.
- The CEO has the support of an incredible Team consisting of the Vice President of Operations, the Director of Organizational Development, the Director of Information Technology, the Director of Facilities, the Accounting Team and the Manager of Heritage Court.
- We are a team of approximately 525 Employees. 465 of whom are dedicated Caregivers. 367 of the total are in Full Time Status.

## Locations and Geography

- Clarity Care operates 58 Licensed Group Homes, and is growing. Presently there are 293 Beds. The Communities are:
  - ✓ Green Bay in the North
  - ✓ Appleton, Menasha, Neenah and Oshkosh in the Fox Valley
  - ✓ Fond du Lac to the South
  - ✓ New London, Manawa and Clintonville to the North West
  - ✓ Wisconsin Rapids and Marshfield to the West
- Clarity Care has 2 Primary Office Locations; 1 in Oshkosh and 1 in Green Bay
- Clarity Care has 2 Satellite Office Locations: 1 in Appleton and 1 in Wisconsin Rapids



## Financial Highlights

Clarity Care's Financial Strengths are:

- Contracts with Wisconsin Department of Health Services and 4 Managed Care Organizations.
- Contracts with 4 County Human Services Departments and the Wisconsin Department of Vocational Rehabilitation.
- Revenue of \$27.1 Million. \$25 Million of this total is Medicaid Funds.
- Assets of \$17.9 Million.
- Net Assets of \$14.6 Million.



## **Candidate Profile**

The successful candidate possess all or many of the following personal and professional qualities:

Passion for the Mission. Experience leading a non-profit organization that serves the Developmentally Disabled, the Physically Disabled and the Frail Elderly. Experience in handling Public Relations.

Strategic Acumen. Proven Record of Strategy Creation. Proven Record of Revenue Growth. Experience with Change Management. Successful Track Record of Surviving Change.

Leadership. Experience in higher level Leadership Roles. Proven Record of providing accountability and discipline to all levels of the organization.

Proven Record of developing others by encouraging them to take ownership of various initiatives so they are accountable for them and the reporting of their results and outcomes.

Experience in Leading an Organization where Employee Costs are the Major Cost of the Organization. Experience in Employee Relations.

Experience in navigating complex challenges such as Insurance Matters, Legal Matters, Wage Pressure, etc.

Financial and Organizational Prowess. Strong working knowledge of Non Profit Accounting. Ability to Train and Guide the Executive Team on Financial Accountability and Financial Strategy. Knowledge of Clarity Care's Services/Divisions and the related Revenue Sources.

Understanding the details that create a Balance Sheet, Cash Flow and Income Statement to achieve Financial Accountability. Understanding Key Performance Indicators, their meaning and how to improve them.

Understanding of how to use Financial Results to Build Strategic Vision, Metrics and Goals.

Communication. The highest level of oral, written and interpersonal communication abilities to effectively work with a broad range of individuals and organizations including the Board of Directors, Employees, Members, Families, Funders and Professional Colleagues.



## Compensation, Benefits & Application

The salary range for this position will be based on experience. Clarity Care offers a comprehensive set of benefits including Health, Dental, Vision, Life, 403(b) Retirement plan, and Paid Time Off.

The next CEO will be a proven, accomplished leader with a minimum of 5 years of experience. A bachelor's degree is required. An advanced degree is a plus.

Qualified and interested individuals will submit Resume' and Cover Letter to [ceosearch@claritycare.org](mailto:ceosearch@claritycare.org) by September 1, 2024. For more information about Clarity Care, please visit our website at [claritycare.org](http://claritycare.org) or on Facebook.



### **EQUAL OPPORTUNITY IN EMPLOYMENT AND SERVICE DELIVERY POLICY STATEMENT**

Clarity Care, Inc. is an equal opportunity employer and service provider. It is the policy of Clarity Care, Inc. to comply with the equal opportunity policy and standards of the Wisconsin Department of Children and Families, the Department of Health Services and the Department of Workforce Development and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age, race, religion, color, sex, national origin or ancestry, disability, arrest record, conviction record, sexual orientation, gender identity, marital status, pregnancy or childbirth, pregnancy-related conditions, military participation, use or non-use of lawful products off the employers premises during non-working hours, use of honesty testing, use of genetic testing, or declining to attend a meeting or to participate in any communication about religious or political matters.