



Bishop Anderson House

Executive Director

Job Posting

Bishop Anderson House is an organization that advances healing by ministering to the sick and to those who care for them. It is a unique organization affiliated with the Episcopal Diocese of Chicago. It is about compassion in caring. Bishop Anderson House provides a network of programs and institutional relationships that promote chaplaincy and spiritual care of patients and health care providers. From chaplain services, to lay volunteer chaplain training, to education for medical students and professionals, Bishop Anderson House works with the Illinois Medical District to advance the ministry of compassionate caring. It partners with other institutions, including the Chicago Metropolitan Synod of the Evangelical Lutheran Church, to integrate spirituality and medicine today.

With responsibilities for overall leadership of the organization and specifically for program oversight, staff supervision, board relations, budget oversight and fundraising, Bishop Anderson House seeks strong candidates for the position of Executive Director. Candidates must demonstrate proven passion and experience in spiritual care and organizational leadership.

Qualifications: Ordained clergy OR medical professional OR educator with spiritual care credentialing.
Salary range: \$85,000 – \$100,000, commensurate with qualifications and credentialing.

Please submit resume and/or portfolio by November 21, 2014 to: search@bishopandersonhouse.org with attention to Bill Totsch, Search Committee Chairperson.

A complete profile of Bishop Anderson House follows, along with a detailed job description.



In a Nutshell...

Bishop Anderson House (BAH) advances healing by ministering to the sick and to those who care for them. It works to “*Keep the Care in Healthcare*” through a network of programs and institutional relationships that include professional chaplaincy, the training of volunteer lay chaplains who are accountable to their congregational leaders, the education of the next generation of health care professionals in the care of body and spirit, advocacy in health care and gun violence, research in spirituality and medicine, and support for chaplaincy services nationally. Bishop Anderson House is unusual and unique in the United States. As a freestanding organization in close affiliation with the Episcopal Church, Rush Medical Center and Rush University Department of Religion, Health and Human Values, Bishop Anderson House leverages a small staff with the skills of highly trained pastoral volunteers and an active Board to significantly impact a range of health care facilities and churches throughout the area and beyond. With strong vitality, BAH is poised for growth and new ideas.



Vision / Goals of this Ministry for the Next Three Years

The next three years present exciting and important opportunities for BAH and its mission. Healthcare and spirituality, the contexts in which BAH operates, are changing radically with the implementation of the Affordable Care Act, advances in technology, consolidation among healthcare providers as well as seismic shifts in religious identification and practices. In tandem, chaplaincy is undergoing major systemic changes. A tradition of denominational chaplains is giving way to a greater emphasis on interfaith professionalism, research and results based on measured outcomes. BAH is well positioned to be a leader in the religious community’s participation in these changes. Through its historic and close affiliation with Rush University Medical Center and connection with the Department of Religion, Health & Human Values, BAH can leverage and increase its impact on how religion and spirituality inform healthcare and health science for the purpose of advancing healing of the whole person. Beyond the confines of the medical campus, BAH also seeks to build on the success and quality of its Parish Lay Volunteer Chaplaincy Training Program through additional partnerships (such as the Metropolitan Chicago Synod, ELCA), education technology and by leveraging the vast network of parishes, volunteers and pastoral care of the Episcopal Church in the United States.

History



In 1948 The Rev. Richard Young developed a vision for a new ministry in the Episcopal Church, one that sought to help graduate medical students integrate science and religion in the healing sciences. He drew his inspiration from the humanistic movement and the work of Bishop Charles Palmerston Anderson, 4th Bishop of the Episcopal Diocese of Chicago (1900-1930). Bishop Anderson had a vision of the Church as a transformer of society, an agent of change and healing in a culture where the institutions of humanity fall short of the Kingdom of God. Under Fr. Young's leadership as Executive Director, BAH developed a ministry to graduate students in the Illinois Medical District, one of the world's largest medical districts.

Rush University Medical Center

The Rev. Dr. Christian Hovde succeeded Fr. Young as Executive Director in the 1970s, and during his tenure new approaches to providing pastoral care were adopted. He developed a relationship between BAH and Rush University which culminated in the establishment of the Department of Religion, Health and Human Values at Rush University and the Department's nationally recognized clinical pastoral education (CPE) program. That relationship flourishes today as Bishop Anderson House works with the Department of Religion and Health in research collaboration, teaching didactics with Clinical Pastoral Education students, chaplaincy and education. BAH also provides needed chaplaincy services to Rush Medical inpatient units and staff.



Volunteer Chaplain Training

During the tenure of The Rev. Trenton Pitcher, BAH implemented chaplaincy training programs for clergy and laity, including the Parish Lay Volunteer Chaplain Training Program. The program has over 350 graduates serving as volunteer pastoral caregivers in hospitals, nursing homes, parishes and other institutions throughout the northern third of Illinois.



Growth and Stability

The current Executive Director, The Rev. James Risk, succeeded Fr. Pitcher in 2002. Under his leadership Bishop Anderson House has grown in program and staff. The successful Campaign for the Future established a secure financial foundation for Bishop Anderson House to thrive in the face of deep cutbacks in hospital chaplain departments. Expansion of the Lay Volunteer Chaplain Training program and active collaboration with the Department of Religion, Health and Human Values ensures that BAH continues to grow as a member of the Illinois Medical District community. Rev. Risk has also been actively involved in chaplaincy research at Rush, solidifying this partnership.

Today

Today we continue to push the envelope that Bishop Charles Anderson opened in the early part of the 20th century, creating a "house" where spirituality and medicine meet to advance the healing of the whole person.

Programs

Professional Chaplaincy Services provide a base for Bishop Anderson House programs. Full and part-time professional chaplains work directly with patients at Rush University Medical Center, Stroger Hospital, University of Illinois Hospital, Northwestern Memorial Hospital, The Rehabilitation Institute of Chicago, and the Warren Barr Pavilion. Chaplains see patients individually, and they also participate in multidisciplinary teams such as the inpatient rehabilitation program for the elderly at the Bowman



Center at Rush. Chaplains have developed support groups for women who have lost babies, and for women at Stroger hospitals with a variety of difficulties related to women's health. Operation Bear Hug, a trademark ministry of BAH, provides teddy bears, along with chaplain visits, to sick children. The current Executive Director is a board-certified professional chaplain who contributes to the development of chaplaincy nationally through presentations at professional meetings and conferences, leadership in a newsletter for professional chaplains, and other writing and publishing.

The **Parish Lay Volunteer Chaplain Training Program** is a core program area with incredible potential for Bishop Anderson House. Twice per year, training groups meet for thirteen weeks each to develop chaplaincy skills of people interested in working with the sick, the elderly, and others. The program is taught by Episcopal and Lutheran clergy, Bishop Anderson House staff, and medical professionals. It combines instruction in basic skills and concepts with opportunities for self reflection and spiritual growth. Topics covered include the theology of pastoral care; active listening; faith, sacrament, and prayer; medical and psychological visions of illness; caring for older adults and the cognitively impaired; loss and death; addiction; ethics, boundaries, and self care; creating community ministries for the elderly. BAH provides opportunities for continuing education for its graduates after the formal training is completed. Graduates serve in a variety of settings through the Chicago area.

From a facilitator of the Parish Lay Chaplain Training Program: "Participants in the BAH program learn active listening, how to respond with empathy and compassion, and ways to allow patients, residents and parishioners to set the agenda of the visit. They learn, in effect, to be active in their passivity of the visit, allowing the patient to feel empowered, loved, belonging, and of value. This, then, allows growth in spirituality and hope for the future."

Bishop Anderson House provides and participates in **Education for medical students and professionals** in the Medical District. It has recruited prominent medical experts from around the world for Grand Round presentations at Rush University, as these people discuss various aspects of spirituality and medicine. Staff of BAH have presented their own research and clinical experience to medical students and personnel in a range of disciplines. As a recent example, BAH organized a visit by Most Rev. Katharine Jefferts Schori, Presiding Bishop of the Episcopal Church, for an address to Rush Medical Center on topics involving the integration of spirituality and medicine.



Presentation and Panel Discussion

"Health and Healing Across the World and Across the Street: Collaboration Between the Religious and Health Care Communities"



Presented by the Most Rev. Katharine Jefferts Schori, PhD
Presiding Bishop of the Episcopal Church
Bishop Jefferts Schori is the spiritual leader of the Episcopal Church and a national role model in active spirituality and community.

Followed by a panel discussion, "Being a Just Health Care Organization
— an age of health disparities 101"
Lary A. Goodman, MD, CEO, Rush University Medical Center
William T. Foye, CEO, Cook County Health System
Bryan Becker, MD, Senior Associate Dean for Clinical Affairs, University of Illinois Hospital

Friday, Dec. 3, 2010, Noon – 1 p.m.
Strained room, Straub Conference Center, 17th Floor,
Rush Professional Building, 1725 W. Harrison Street
A box lunch will be served.
All are welcome. Questions? Call 312-563-4625.

Sponsored by Bishop Anderson House, the Division of Geriatric Medicine and Palliative Medicine
and the Department of Religion, Health and Human Values.

**RUSH UNIVERSITY
MEDICAL CENTER**

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Another noted speaker BAH brought to the Illinois Medical District was Professor Miriam K. Were, retired Chair of the National AIDS Control Council of Kenya and former Chief of Mission World Health Organization Ethiopia, who spoke on public health issues.

Advocacy is an important area of focus. The Illinois Medical District is witness to the ravages of gun violence, and BAH engages in advocacy-related efforts to address this issue of society and health. It has worked with United Power for Action and Justice, an organization which has made significant contributions on a range of concerns including access to medical health insurance and health policy reform.



Funding, Finances and Staffing

Bishop Anderson House funding comes from three specific sources. First, BAH has an endowment which provides roughly 20% of operating funds. An extremely successful capital campaign raised \$1.2 million in 2007/2008, strengthening the endowment well into the future. Episcopal Charities is an equally important source of resources. Finally, private foundations, grants, individual and church contributions provide a critical portion. BAH is on quite stable financial footing, operating for the past 5 years with a balanced or surplus budget.

BAH has two full-time employees, the Executive Director and a Director of Development and Chaplaincy, and five part-time employees. Leveraging resources to achieve a large impact is dependent upon the skills, passions and vision of its dedicated staff and Board of Trustees. BAH, throughout its history, has adapted its programs to challenges encountered through the decades. A constant is its commitment to the advancement of healing by ministering to the sick and to those who care for them. It seeks an Executive Director who will lead it in *“Keeping the Care in Healthcare.”*



Financial Documents

Attachment 1

		2011	2012	2013	2014 Budget
Income					
	Individuals	43,402	58,160	80,054	43,000
	Churches	22,850	19,483	19,544	23,000
	Foundations & Institutions	165,961	156,430	151,968	158,000
	Office space in kind	66,000	66,000	66,000	66,000
	Investments	74,384	86,429	101,495	110,000
	Grants	1,520	13,750	15,000	19,553
	Benefits	47,620	66,406	66,446	61,000
	Parish Chaplain Program	2,813	2,255	11,225	10,800
	Total Income	424,550	468,912	511,733	491,353
Expenses					
	Compensation	270,963	283,385	303,772	314,048
	Administrative	34,003	38,371	44,656	53,855
	Office space in kind	66,000	66,000	66,000	66,000
	Parish Chaplain Program	2,403	3,362	10,386	8,000
	Other Programs	8,362	7,451	9,394	12,700
	Benefit Expenses	9,625	20,046	19,911	22,000
	Development	8,674	14,939	18,354	14,750
		400,031	433,555	472,473	491,353
Net Income		24,519	35,356*	39,261*	0

- \$35,000 from 2012 and 2013 net income each has been set aside for Executive Director Search and Transition expenses.



Executive Director of Bishop Anderson House

Job Description

Spiritual Care is at the forefront of ministry at Bishop Anderson House (BAH), the Episcopal Church's ministry in the Illinois Medical District. Its mission is to advance healing by ministering to the sick and those who care for them. To this end, BAH is an ecumenical and forward moving institution in the provision, education, and expansion of spiritual care which functions with the blessings of the Episcopal Church as well as the Evangelical Lutheran Church in America. BAH's ministry is to the sick, to the medical professionals who care for them, to the graduate students in the Illinois Medical District training to be caregivers, and to the compassionate volunteers in congregations of diverse denominations and religions who seek to be present with the sick, the dying, the troubled and the lonely in times of distress. Bishop Anderson House is located on the campus of Rush University Medical Center in the largest urban medical district in the world (<http://www.imdc.org/>), and its ministry extends throughout the northern third of Illinois through staff and the pastoral care volunteers it has trained over the last 20 years.

RESPONSIBILITIES

PROGRAMS: The Executive Director is responsible for development and oversight, supervision of personnel, and assessing the effectiveness of programs. Programming includes chaplaincy; education of graduate students and staff in the Illinois Medical District; training volunteer chaplains through a well-established ecumenical program; and advocacy for health reform. The Executive Director is responsible for reporting the progress and the results of programs to the Board of Trustees. (30% of time)

STAFF: It is within the Executive Director's purview, with advice and consent of the Executive Committee, to recruit and hire staff to execute the programs of BAH. Staff members report directly to the Executive Director. The Executive Director supervises the staff and assesses performance. (10% of time)

BOARD OF TRUSTEES: The Executive Director reports to the Board of Trustees and is responsible for communicating fully all matters of BAH to the Board of Trustees, and is responsible for the execution of policies determined appropriate by the board. (10% of time)

MEDICAL CENTERS: Because BAH is an autonomous institution within Rush University Medical Center, the Executive Director will negotiate with hospital officials when necessary, representing BAH and its historic role within the medical center, and ensure a collaborative relationship with the Department of Religion, Health and Human Values in the College of Health Sciences at Rush. The Executive Director will officially represent BAH in matters pertaining to the work of BAH Chaplains in other medical institutions. (15% of time)

DIOCESAN LEVEL: The Executive Director is charged with representing the agency to Episcopal Charities and Community Services, for developing a profile of the agency's work throughout the diocese, and for enabling the creation/maintenance of relationships with ministry partners in the Diocese, the Metropolitan Chicago Synod of the ELCA, and other religious bodies. (5% of time)

FISCAL: The Executive Director is responsible for working with the Executive Committee to develop a financial plan to correspond with the budgetary needs of BAH. This includes budget development, fund raising, reporting to the Board of Trustees and other church entities, and accountability regarding expenditures. (30% of time)

QUALIFICATIONS

Bishop Anderson House is looking for a candidate with a proven passion for spiritual care and leadership. We are seeking an ordained person, or a medical professional or educator with spiritual care credentialing. Our next Executive Director must be able to take a stable, strong and passionate ministry and grow it in collaboration with a committed, engaged Board of Trustees.

Salary will be commensurate with qualifications and credentialing. The position includes pension/retirement benefits, healthcare including dental and eye care, life insurance, and short- and long-term disability benefits.

Submit résumé or curriculum vitae to search@bishopandersonhouse.org, attention Bill Totsch, Search Committee Chair.

The Search Committee encourages qualified candidates, lay and ordained, to apply.