



OPPORTUNITY PROFILE FOR THE POSITION OF:

PRESIDENT





SUMMARY OF THE OPPORTUNITY ►►

Exalta Health is seeking a highly relational, team-oriented President to lead the organization into its next chapter of transformational growth, expanding its reach to overcome healthcare inequity while bringing vital medical care to underserved individuals and families in West Michigan. Driven by the mission to show Christ's love, Exalta provides accessible, quality healthcare that promotes wellness for all people, no matter their zip code, income or socioeconomic background.

Reporting directly to the Board of Directors, the President will oversee all aspects of Exalta Health's operations, including strategic direction, program delivery, financial management, fundraising, and community engagement. The President will build on Exalta's legacy of compassionate medical care by overseeing existing operations, while shaping a bold new vision for the future.

As the current President retires, Exalta is poised for transformational impact on the medical landscape in its community, including bringing care directly to patients, collaborating with renowned local healthcare partners, and building a new facility. The President will play the foremost role in managing existing successful programs and partnerships while forging a path for growth to ensure more individuals and families have access to holistic, equitable healthcare that addresses physical, emotional, and spiritual needs.

An ideal candidate for this role is a seasoned, upper-level administrative leader who's collaborative, driven, influential, and resilient in the face of challenge. They're mission-driven and deeply rooted in their Christian faith, with a demonstrated passion to serve underserved communities. They'll leverage their nonprofit experience to oversee Exalta's operations and bring fundraising acumen to lead the charge on development efforts.

The President will be a collaborative team-builder who can navigate a significant leadership transition, successfully take up the mantle on existing programs, cast a compelling vision for growth, and steadily steer Exalta into its next chapter.

This is an exciting opportunity to lead a community-driven mission to improve health outcomes, reduce barriers to care, and demonstrate Christ's love through service to underserved communities throughout West Michigan. The role is ideal for a leader who thrives in a collaborative environment and is eager to roll up their sleeves to contribute to the success of Exalta Health. If you are a strategic thinker with a practical mindset, we invite you to apply.



About Exalta Health:

Located in Grand Rapids Michigan, Exalta Health is a faith-based nonprofit clinic which provides an integrated healthcare model for people who are uninsured, underinsured, and refugees. An integrated care model is one which includes medical primary care, vision care, mental healthcare, dental primary and preventative care, and spiritual support for the purpose of supporting the well-being of the whole person.

MISSION: Exalta Health serves the West Michigan community with compassionate, safe, equitable, and accessible healthcare that demonstrates our Christian mission.

VISION: A collaborative community where accessible healthcare promotes wellness for all.

HISTORY: Exalta Health, formerly Health Intervention Services, was established in 1996 by local physicians, nurses, social workers, pastors, and business people to serve underprivileged women with faith-centered medical care. The acronym HIS was created to represent the Christian motivation for service. The mission quickly expanded to include all those without access to health care. Located in the Burton Heights area of Grand Rapids since 1998, Exalta Health has become a trusted resource for healthcare in the West Michigan community.

Exalta Health Today:

Recent data shows Exalta Health's commitment to serving those most in need. Of Exalta Health's patients, 44% have incomes below the Federal Poverty Index, 59% have no insurance, and 55% are unemployed or underemployed.

Exalta Health serves these individuals through a committed, highly competent staff, including approximately 20 full-time employees. In addition, they are supported by 100+ active volunteers each month, of whom 60 provide services that range from physician to scribes or maintenance on monthly basis.

"I don't think people realize how difficult it is when you don't have insurance, and it's a choice between your health and groceries. It's a choice between your health and gas to get to work. It's a choice between your health and putting food on the table for your kids. Exalta helps people not to have to make those hard choices."

—Exalta Health Board Member

Exalta's 5 Strategic Priorities

Reporting to and consulting with the Board of Directors, the new President will have responsibility for evaluating, finalizing, setting direction and executing those current strategic initiatives currently under consideration:

1. **Path to Health:** 85% of the Exalta Health patient population are people of color, of those 66% are Hispanic. Studies show that people of color do access regular healthcare for a variety of reasons. Exalta Health is embarking on a strategy which is designed to break down the barriers to healthcare by going into the community to meet people where they are and provide healthcare in their homes.
2. **Negotiations with Corewell Health:** Exalta Health is negotiating with Corewell Health's Healthier Communities initiative to provide pre- and post-natal care, while broadening an already existing partnership.
3. **University of Michigan Health-West:** the University of Michigan-West has indicated an interest in expanding partnership with Exalta Health to broaden already existing programs.
4. **Facilities Expansion:** Exalta will begin the process of planning, design, and the construction of a new clinic on its existing footprint in order to increase service level for its patients.
5. **Development of a Capital Campaign** to fund the new building, including developing a case for support to encourage Exalta donors and partners to help fund the expansion.

Collaboration is an important value for Exalta Health and they are proud to have many exceptional partnerships with numerous churches, colleges, non-profits, and healthcare facilities, including: Area Agency on Aging of Western Michigan, Bethany Christian Services, Family Promise of West Michigan, Grand Rapids African American Health Institute, Grand Rapids Black Nurses Association, Grand Rapids Community College, Hispanic Center of Western Michigan, Michigan State University, Seeds of Promise, Trinity Health and more.

Financial Stewardship and Sustainability

Generous community support through donations of time, money, and goods comprise 80% of Exalta Health's revenue every year.

FY23 (10/1/22-9/30/23) KEY FINANCIALS:

Contributions and grants: \$1,367,930

Program service revenue: \$500,815

Total revenue: \$1,969,466

Total expenses: \$1,809,136

Revenue less expenses: \$160,330

Total assets: \$972,267

Total liabilities: \$88,014



Work & Impact

Exalta Health offers a variety of services to care for the whole person:

Medical & Dental Primary Care: Providing basic medical and vision care and specialty care managing chronic disease.

Dental Health: Exalta Health offers primary and preventative dental care.

Senior Dental Program: Low-income seniors who do not have dental insurance coverage may qualify for the service at no or reduced cost.

Mental Health: Exalta's Health's mental health services include treatment for depression and anxiety and substance-use concerns.

Spiritual Health: Exalta Health believes that people are created as whole beings – mind, body and spirit. Chaplains and staff are available to listen, provide comfort, and pray.

Exalta is dedicated not only to serving people who do not have health insurance, but also to help those who qualify to obtain coverage by assisting with patients determining eligibility and enrollment.

Prescription medication can be the most expensive part of health care. Exalta can help patients find the most affordable prescription medications, including obtaining financial assistance directly from drug companies.

BY THE NUMBERS*

8974

medical and dental encounters

2466

unique patients

91%

of patients were at or below 200% of the Federal Poverty Index (FPI)

55%

of patient population are unemployed or underemployed

59%

had no insurance

20 different languages

are spoken in the clinic due to refugee care

120+ Students

students representing Michigan Schools and Colleges received clinical experience at Exalta Health

*Between Oct 2023- Sept 2024



POSITION SUMMARY ►►

The President will oversee all executive functions of Exalta Health including strategic, finance, fundraising, communications, volunteer, and community partnerships and outreach. This includes mission oversight, annual planning, direct fundraising, medical program management, team development, and HR functions.

The President responsibilities will also include implementing Exalta's key strategic initiatives, continue to identify ways to increase accessibility for patients, fostering key community and academic partnerships, and spearheading plans for a capital campaign for the development of a new clinic. They will collaborate closely with staff, volunteers, the Board, and external stakeholders to bring these initiatives to fruition.

To aid in Exalta's leadership transition, the outgoing President will remain engaged for a limited time on a part-time contract basis before transitioning to retirement. He will report to the new President assisting in the transition key donor and community relationships and providing assistance with key initiatives in motion.

An ideal candidate for this role will be a collaborative, relational leader with proven senior-level nonprofit experience, a passion for serving diverse communities, and a deeply-rooted Christian faith. With its broad scope, the President role is ideal for someone who's been in a leadership role at a smaller nonprofit, comfortable owning multiple functions and familiar with the challenges and opportunities for a regional-based nonprofit. They will be highly gifted in administration, comfortable taking on operational tasks, managing existing programs, and ensuring financial sustainability. As well, they will be passionate about serving the needs of the underserved, eager to garner support for their cause through fundraising and partnerships, casting vision, building consensus, and influencing stakeholders to help drive Exalta's mission forward.

Strategic Leadership

- Provide oversight for a collaborative process to develop and implement Exalta Health's central mission.
- Oversee all executive functions of Exalta Health, including strategic planning and implementation of processes to measure, assess, and improve the performance of the organization's governance, management, clinical, and support processes.
- Oversee the development of annual plans including strategic, finance, development, communications, volunteer, and community outreach.
- Assist and support the Board of Directors in its governance responsibilities, maintaining regular communication and serving on board committees.
- Respond to and report back on assignments from the Board.

Fundraising and Financial Leadership

- Collaborate with the Finance Committee of the Board to submit the annual budget.
- Provide leadership for all financial aspects of the organization.
- Provide leadership to the development staff in fundraising activities.
- Lead and support the development of donor relationships, including in-person and phone communications, with an emphasis on fundraising initiatives such as capital campaigns.
- Provide leadership for donor and volunteer events.

Program and Operational Leadership

- Lead the design and implementation of Exalta Health services and programs in collaboration with the Medical and Dental Director.
- Collaborate with community partners and organizations for shared programming and information exchange.
- Oversee the management of facilities of Exalta Health and ensure that all operations run effectively and efficiently.
- Ensure that organizational policies and practices are legal, ethical, and aligned with effective management practices.

External Relations and Communications

- Serve as the chief public relations spokesperson for Exalta Health.
- Represent the organization to all internal and external stakeholders.
- Ensure that internal and external communications regarding Exalta Health are effective and reflect organizational values and mission.
- Provide leadership in marketing, including speaking engagements, media relations, and written communications.

Team and HR Leadership

- Ensure that appropriate staff and volunteers are recruited, trained, supervised, evaluated, and dismissed as appropriate.
- Design and organize staff positions effectively and efficiently, ensuring alignment with Exalta Health's values and HR policies.
- Supervise direct report staff, including Directors, Managers, and Coordinators as assigned.
- Provide staff leadership as the chief human resources officer for Exalta Health.





QUALIFICATIONS ►►

- Committed Christian in agreement with the Exalta Health Statement of Faith.
- Minimum of five years experience in upper-level management administration, with a preference for nonprofits.
- Demonstrated leadership abilities, particularly in collaborative team-building and managing partnerships.
- Demonstrated experience with budgets and financial reporting.
- Demonstrated ability to raise funds for a non-profit organization, ideally including capital campaign experience.
- Strong relational mindset, with the ability to navigate organizational dynamics.
- Strong problem-solving skills and the ability to adapt to changing circumstances and needs.
- Completion of a master's degree in public administration, management, or healthcare industry experience preferred.
- Experience working in the social services sector, in or with diverse communities, and with smaller nonprofits is highly preferred.



COMPENSATION ►►

Exalta Health is dedicated to attracting and retaining high-quality staff members who feel called to serve its mission, and is committed to finding the right person for the President role.

Compensation for this role ranges from \$110,000–\$115,000 based on skills and experience.

Compensation will be competitive with the market, and commensurate with the successful candidate's relevant experience. In addition, Exalta is proud to offer an attractive work environment and benefits package.

Location

This position will be based in greater **Grand Rapids, MI** area to enable the President to build relationships with internal and external stakeholders in the community. The role is expected to involve travel in and around West Michigan to foster and strengthen these connections.

However, Exalta Health is dedicated to finding the right person to lead their organization and may consider a remote or hybrid working arrangement, at the discretion of the Board.

Candidates from across the United States are encouraged to apply and may be eligible for a relocation stipend. All qualified candidates will receive full consideration.

THE SEARCH AND SELECTION PROCESS ►►

DickersonBakker Executive Search has been retained by Exalta Health to conduct this search for the President role. Candidates will be identified through a number of sources; DickersonBakker consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by members of the Exalta selection committee who will be involved in all aspects of the process, including interviewing finalists and participating in the decision-making process. The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. Reserving its rights as a religious institution, Exalta is an equal opportunity employer. All reasonable efforts will be made to protect the confidentiality of candidates. Additional information may be obtained by visiting dickersonbakker.com



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