



ZABANPARADIESCENTER

Executive Director Zaban Paradies Center Atlanta, GA

THE OPPORTUNITY



The Zaban Paradies Center (ZPC, The Center) seeks an Executive Director to lead the organization which serves a unique population of unhoused people in metro Atlanta. Established in 1984, ZPC was formed to support couples experiencing homelessness. Today, the Center remains the only residential program in the Atlanta region that allows couples – as they present – to reside together.

ZPC exists to empower couples, families, and individuals facing homelessness obtain and sustain self-sufficiency. In 2023, ZPC served over 500 men, women, and children. Integrative support includes:

- ❖ Emergency Residential Services for Couples (including seniors, those who are expecting, and people with disabilities).
- ❖ Homeless Diversion and Rapid Re-Housing services for couples, families, and singles. These services provide short and long-term housing assistance for people who are employed. ZPC assists the unemployed with obtaining employment and/or mainstream benefits.
- ❖ Day Resources and Aftercare services, providing support to past program participants with emergency basic needs, mental and physical healthcare referrals, and light touch case management.

ZPC FAST FACTS

			
<p><u>Residential Services</u> Year round services. 14 rooms. 80 couples served in 2022/23 40% of residents transitioned to housing or reunification</p>	<p><u>Community Services</u> Provided diversion housing assistance to over 200 households since Apr 2022. Housed 33 families through TANF/non TANF rapid rehousing since Dec 2022. Served over 80 households in Day Resource Services since Sept 2022.</p>	<p><u>ZPC is a member of the City of Atlanta 2023-2028 Strategic Community Plan to Reduce and End Homelessness</u></p>	<p><u>Revenue</u> Since ZPC transitioned to a full time shelter in 2022, the budget continues to expand. 2022: \$1.4m 2023: \$2.6m</p>

ORIGINS

Founded by The Temple, a synagogue based in Atlanta, Georgia, The Temple Night Shelter began in 1984 as a winter shelter for homeless couples and was run by volunteer members of the synagogue. The congregation chose to serve couples as no other homeless services programs allowed homeless couples to reside together. In 2010, the organization became a 501c3 and was renamed the Zaban Couples Center after benefactor, Erwin Zaban. In 2015 the organization became the Zaban Paradies Center in honor of Daniel Paradies, father of benefactor Rick Paradies.

In 2020, during the COVID epidemic, ZPC expanded its services to include community-based case management, basic needs, and housing services for couples, families, and individuals facing homelessness. As its community-based day resource and housing services increased, ZPC recognized the challenges faced specifically by couples and families to find and maintain affordable housing.

In 2022, ZPC expanded its seasonal residential services to a year-round program in response to vulnerable couples (young expecting couples, couples with disabilities, and senior couples) in need of services. In 2023, ZPC updated its mission to reflect not only its focus on helping vulnerable couples and families but also on individuals in need of housing, support, and community to move forward. The new mission is empowering couples, families, and individuals facing homelessness to reach self-sufficiency.

KEY PRIORITIES

The Executive Director arrives during a period of excitement and high growth for The Center. With growth, comes strain. The board of directors anticipates that the new ED will stabilize ZPC's rapid growth pains, then maintain and exceed ZPC's current trajectory. This includes keen fiscal oversight of existing and future budgets; broad overall operational savvy that braids together the overlapping work of the residential shelter with programmatic and outreach components; generating additional resources and partnerships through a dynamic funding mix; and visionary leadership to guide ZPC's committed management team and staff.

The new ED will guide the board, management team, and staff to achieve the primary outcomes of its 2023-2026 strategic plan. These include:

Finance and Administration

- ❖ The ongoing financial stability of ZPC is essential. With the addition of several government grants, ZPC's financial reporting has become more complex. The Executive Director will ensure that financial reporting meets the standards and expectations of the organization's funders and constituents.

Leadership and Management

- ❖ ZPC's programs have deepened and expanded significantly over the past four years. Staff members include program managers, administrative managers, case managers, coordinators, and resident advocates. The diversity of staff levels, competencies, and expectations require a thoughtful leader who seeks to develop and maintain a committed, trauma-informed, and skilled team. The ED will be expected to increase capacity and capability of all levels of staff to ensure effective, trauma-informed, person-centered, culturally sensitive service delivery.

Programs and Metrics

- ❖ ZPC is committed to outcome based metrics to mitigate and end cycles of homelessness. Data quality and the ability to track participants' progress post-exit are essential to evaluating and reporting ZPC's programmatic impact. The Center utilizes HMIS/ClientTrack to capture and manage program data. If not already familiar with this platform, the new ED must be a quick learner and be aware of best practices for data and metrics assessments and tracking.
- ❖ Residential Services – Ensure the organization's short-term emergency residential services for adult couples meet the outcomes to support long-term stability (employment, housing, and well-being).

- ❖ Community Services – Evaluate ZPC’s best practices and ability to meet the outcomes for Outreach, Rapid Re-Housing, and Diversion services focused on viable housing and sustained post-housing outcomes for participants.

Resource Development and External Partnerships

- ❖ The new ED will serve as the primary fundraiser. ZPC’s funding has increased significantly over the past four years, particularly through Partners for Home/Atlanta Continuum of Care. This funding supports ZPC’s community services, but additional funding is needed to support the residential services program. The ED will be expected to increase corporate and individual giving, as well as increase unrestricted grants.
- ❖ ZPC has benefitted from a vital, long-term relationship with The Temple. The ED will maintain and strengthen this relationship while also strengthening and deepening relationships with community partners, new and existing funders, and volunteers.
- ❖ The ED will collaborate with the board to engage them in fundraising.

LEADERSHIP COMPETENCIES

Vision. ZPC has established a 2023-2026 strategic plan. However, the new ED will be expected to convey their own vision for manifesting the goals the board has identified in a rapidly changing sector.

Savvy Communicator. The new ED will be an expert communicator – internally and externally – to multiple constituencies. The new ED will be adept at crisis management, when necessary.

Operational. The new ED will translate the science of the strategic plan into a living document that prioritizes the needs of the community ZPC serves. This includes forming annual plans to meet long term goals and monitoring performance.

Inspirational. The new ED will serve as the “Coach-in-Chief” to the management team and staff. The day-to-day operations of The Center are facilitated by an open-hearted, committed staff of leaders at all levels. Many of these leaders are new to their roles within the organization. The new ED will assess existing departments for overlap, provide opportunities for professional development, and establish standing operating procedures for current and existing processes. The new ED will also establish and prioritize appropriate opportunities for team balance and restoration in the midst of meeting goals.

Governance – The new ED should possess a natural aptitude with board relations and development. The ED will guide an enthusiastic board and engage them in dynamic ways to support ZPC.

COMPENSATION

The range of compensation for this role is a base salary between \$94,000-115,000 commensurate with experience with benefits. Recruiter will share more details over a confidential call.

LOCATION

ZPC is located in midtown Atlanta, adjacent to the historic Temple, located on Atlanta's famed Peachtree Street.

Anise Search is leading this search. To submit a resume, or refer a candidate, please contact Ayanna Grady-Hunt at Ayanna@AniseSearch.com and/or Hannah Klemm at Hannah@AniseSearch.com.