Shandon
COUNSELING
CENTER

Executive Director

Shandon Counseling Center

Biblically Centered • Clinically Excellent • People Focused

SHANDON
BAPTIST CHURCH

OUR MISSION

We exist to provide hope and healing to the people of the Midlands through biblically centered, clinically excellent Christian counseling.

ABOUT THE ORGANIZATION

The Shandon Counseling Center is a new, Christ-centered, nonprofit counseling organization whose mission is to provide hope and healing to the people of the Midlands through biblically centered, clinically excellent Christian counseling. Everything we do flows from our three core values—Biblically Centered, Clinically Excellent, and People Focused. We will offer a range of professional, licensed services including individual counseling, marriage and couples counseling, family therapy, children and adolescent counseling, and support groups—all grounded in Scripture, delivered with clinical excellence, and offered with genuine care for every person we serve. We're seeking a leader who shares our conviction that excellent Christian counseling can transform lives—and who's ready to build it with us.

Click here to see a video of our renovated building near Five Points in Columbia. The counseling center is approximately five miles from Shandon Baptist Church.

SCOPE OF SERVICES

The executive director will oversee the following initial service lines, with the opportunity to expand offerings as the center grows and community needs are identified.

Individual Counseling

Support for anxiety, depression, trauma, grief, and other emotional and relational concerns impacting daily life.

Marriage and Couples Counseling

Premarital counseling, conflict resolution, communication, and strengthening and rebuilding relational connection and commitment.

Family Therapy

Support for family dynamics, parent-child relationships, and conflict resolution, with a focus on building healthy, faith-centered family systems.

Children and Adolescent Counseling

Partnering with families to support the emotional, spiritual, and behavioral needs of children and teens, including individual therapy and parent coaching.

Support Groups

Group-based care including grief support, anxiety support, recovery support, caregiver support, and other groups as community needs arise.

POSITION SUMMARY

The executive director serves as the chief executive officer of the center and is responsible for overall leadership and day-to-day operations. The executive director will provide visionary leadership, operational management, and strategic direction in service of our mission. The executive director is the primary steward of the organization's mission and values, ensuring they are woven into every program, decision, and relationship. As a leader who embodies our commitment to being Biblically Centered, People Focused, and dedicated to Clinical Excellence, the executive director fosters a culture grounded in faith, marked by compassionate care, and committed to the highest professional standards. This individual provides strategic and operational leadership while nurturing the development of staff, strengthening community partnerships, and ensuring exceptional care for those we serve. A deep personal faith, strong clinical and administrative expertise, and the ability to lead with wisdom, humility, and integrity are essential for success in this role.

REPORTS TO

The executive director reports directly to the Shandon Counseling Center's Board of Directors. The Board provides oversight governance, strategic accountability, and organizational direction, while delegating full operational authority to the executive director for the day-to-day leadership and management of the center. The executive director is the Board's primary liaison to staff, clients, donors, and the broader community, and is expected to maintain open, transparent, and regular communication with the Board Chair and relevant committees.

KEY RESPONSIBILITIES

Leadership & Vision

- Lead the organization through launch, growth and change with adaptability, discernment, and a steady focus on mission.
- Foster a Christ-centered organizational culture where staff are equipped, empowered, and genuinely cared for as people, not just employees.

Biblical Integration & Spiritual Leadership

- Ensure that Scripture, prayer, and theologically sound principles remain central to the center's identity, clinical philosophy, and staff culture.
- Uphold the Baptist Faith and Message 2000 and ensure all programs and clinical approaches are consistent with a biblical worldview.

Clinical Oversight & Excellence

- Oversee the delivery and ongoing development of all service lines, including individual counseling, marriage and couples counseling, family therapy, children and adolescent counseling, and support groups.
- In addition to personally providing counseling services at the Center, provide clinical leadership and oversight to ensure high-quality care, professional standards, and effective supervision of clinical staff and interns.
- Establish and maintain evidence-based, trauma-informed policies for client intake, treatment planning, service delivery, discharge planning crisis response, and clinical records.
- Promote continuous quality improvement, outcome measurement, and best practices in faith-integrated mental health care.
- Collaborate with clinical leadership to maintain licensing, and best practices in care delivery.

Staff & Organizational Management

- Recruit, hire, supervise, and retain high-quality staff who are committed to clinical excellence, Christian values and who have a "people-first approach" that honors the dignity and gifts of each person.

- Develop and implement personnel policies, staff development programs, and performance management processes that reflect both high standards and genuine care.
- Conduct regular opportunities for clinical collaboration, professional growth, and case consultation to sustain a culture of clinical excellence.
- Build and sustain a collaborative, healthy team environment where people are known, supported, and able to do their best work.
- Manage volunteer programs, clinical intern placements, and community partnerships with colleges and seminaries.

Financial Management & Fundraising

- Develop and manage the annual budget in partnership with the Board Executive Team, ensuring faithful stewardship of all resources.
- Oversee billing, fee structures, insurance credentialing, and financial assistance/sliding-scale programs that keep services accessible to people in need.
- Lead fundraising initiatives including major donor cultivation, grants, church partnerships, and annual campaigns.
- Communicate impact stories reflecting both clinical outcomes and spiritual transformation.
- Ensure financial reporting, auditing, and compliance with nonprofit regulatory requirements.
- Identify and pursue new revenue streams to expand the center's reach and sustainability.

Board Relations & Governance

- Partner with the Board of Directors to fulfill governance responsibilities and advance the center's mission.
- Prepare and present regular reports on organizational performance, program outcomes, and strategic priorities.
- Ensure organizational compliance with bylaws, policies, and applicable laws.

Community Engagement & Partnerships

- Serve as the primary ambassador and spokesperson for the center, representing its mission and services through community partnerships, speaking engagements, professional associations, and faith-based networks.
- Lead outreach initiatives to underserved populations, ensuring clinical excellence reaches those who need it most.
- Develop referral networks with pastors, physicians, and other community helpers.
- In collaboration with the Board, develop intentional and ministry-centered pathways between the Shandon Counseling Center and Shandon Baptist Church that foster shared awareness while maintaining distinct boundaries between pastoral care and licensed clinical services.

DESIRED QUALIFICATIONS

- Master's or doctoral degree in counseling, social work, psychology, marriage and family therapy, or a closely related field.
- Active, unrestricted licensure as a mental health professional (e.g., LPC, LCSW, LMFT, or equivalent) in South Carolina.
- Minimum of 7–10 years of progressively responsible experience in a counseling, behavioral health, or nonprofit setting.
- Demonstrated experience leading and managing people, including clinical supervision and staff development, with a track record of building strong teams and maintaining clinical excellence.
- Demonstrated Christian faith that is evident in personal character, daily conduct, and commitment to biblical principles.
- Exceptional interpersonal, communication, and public speaking skills that reflect a people-focused leadership style.
- Familiarity with insurance credentialing, EHR systems, and HIPAA compliance.

- Experience working with diverse populations across the lifespan, including children, adolescents, adults, couples, and families.
- Ability to manage budget in a nonprofit setting and experience with fundraising strongly preferred.
- Able to occasionally lift and/or move up to twenty pounds.

PREFERRED QUALIFICATIONS

The following qualifications are not required but are considered advantageous. Candidates who bring one or more of these attributes will be viewed favorably.

- Minimum 7 – 10 years of leadership experience, preferably in a counseling, healthcare for nonprofit setting.
- Doctoral degree (Ph.D. or Psy.D.) in a counseling or behavioral health field.
- Training or certification (Licensed mental health professional) in faith-integrated counseling approaches (e.g., Association of Christian Counselors / AACC or similar).
- Experience serving in or alongside the local church or parachurch ministry.
- Grant writing experience and established relationships with philanthropic organizations.
- Bilingual or multicultural competency.

EMPLOYMENT AT-WILL, COMPENSATION & BENEFITS

Unless a written contract signed by the executive director and Center's Board Chair is entered into, the executive director's employment is at-will. This means that either executive director or the Center may terminate the employment relationship at any time for any reason.

Compensation is competitive and commensurate with experience. A comprehensive benefits package is offered including:

- Health, dental, and vision insurance
- Paid time off and holidays
- Professional development and continuing education support
- Retirement plan with organizational contribution
- Reimbursement of licensure fees and approved professional memberships

HOW TO APPLY

Interested candidates should submit the following to *ShandonCounselingCenter@shandon.org*.

- A cover letter
- Current résumé or curriculum vitae
- Include any applicable licenses, certifications, and professional credentials

Applications will be reviewed on a rolling basis until the position is filled. This organization is an equal opportunity employer and affirms the dignity and worth of every person. Employment is contingent upon agreement with the center's statement of faith and code of conduct.