

## Overview

Thornwell is a diverse, non-profit ministry serving children and families across Florida, Georgia, and South Carolina with a family-centered continuum of care.

For more than 145 years, Thornwell has met the call to care for and support children and families in need. Today, the same spirit that guided our Founder to create a home for children orphaned by war guides us to provide hope and healing for some of society's most vulnerable. We believe in a world where everyone belongs to a thriving family, and this belief guides everything we do to heal and build up children and families.

Thornwell's mission to prevent child abuse and neglect, build up and reunite families, and strengthen healthy communities in the name of Jesus Christ is carried out daily by its Board of Trustees and staff. This mission comes to life on Thornwell's residential foster care and educational campus in Clinton, South Carolina, throughout the Upstate of South Carolina with foster care services, and across Florida, Georgia, and South Carolina where evidence-based programs are offered by Master's level, licensed therapists who partner with children and families to give them the tools they need to build healthy relationships and strong bonds for the future. Thornwell's offerings align with State and Federal guidelines and are designed to empower children and families to live their best lives.

We desire professional and deeply committed, ministry-minded people who believe in accepting the challenge of working with children and families from hard places. If you are interested in serving God by serving children and families, we invite you to apply.

We are seeking passionate professionals who desire to work in a thriving culture that values excellence, professional support, and dedication to our clients as **Family Specialists**. The Family Specialist will implement skill development by providing intensive in-home services to help stabilize a youth and his/her family through the provision of positive parenting services through the use of established Thornwell and Teaching-Family Association (TFA) standards. The Family Specialist will work with 3-4 families at a time, providing 3-8 hours of service to each family per week, implementing the 6 Phase Model. The Family Specialist will provide group parenting classes and workshops, utilizing the *Building Families* parenting curriculum. The Family Specialist will also be responsible for identifying community referral sources and maintaining ongoing contact and coordination with community partners. The Family Specialist will work in an office setting provided by a local host church and will travel daily in a geographic area defined as approximately a 15 miles radius from their host site.

## Core Responsibilities

Intensive home-based services:

- Provide strengths and needs assessments for children and families.
- Teach families, parents, and children skills to help alleviate stressors

- Provide immediate stabilization, crisis planning, and intervention services.
- Develop, with children and families, a strength-based and individualized service plan based on the strengths and needs assessment.
- Provide appropriate strength-based interventions to include individual therapy, family therapy, behavior modification and skill teaching, in a manner which is family driven and culturally competent
- Complete timely case documentation and required agency reports
- Ensure that children and families are supported in transitioning from intensive services to an empowered family system with natural and community supports in aftercare services.

Collaboration with *Building Families* staff and other Community Based Providers:

- Provide services from a team-based approach, including support to other staff members and collaborative projects as assigned.
- Participate in individual and group supervision to enhance service delivery.
- Participate in ongoing trainings and staff development, including occasional paid travel to Thornwell's campus in Clinton, SC.
- Attend other family related meetings as needed such as IEP meetings, therapy sessions, case staffing's, trainings, court and other.
- Maintain partnership with host church by attending at least 8 church events over the course of each calendar year.

Program Marketing and contact with Referral Sources:

- Identify and meet with appropriate community-based referral sources to make them aware of the service and explain process of referring families.
- Maintain ongoing contact with an active and growing network of referral sources to foster positive, collaborative relationships.
- Provide 5-10 community Workshops (curriculum provided by Thornwell) per year to raise awareness of service availability and engage families in the community.
- Provide at least 1 group Parenting Classes (curriculum provided by Thornwell) per year to church congregation and/or community-based participants.

## **Education and Experience**

- The Family Specialist must have a Master's Degree and be registered as an LPC-A, LMFT-A, LMSW associate or licensed as a LPC (Licensed Mental Health Counselor), LCSW (Licensed Social Worker) or LMFT (Licensed Marriage and Family Therapist).
- Must be able to work afternoon and early evening hours to accommodate families' schedules.
- Experience working with children with emotional and behavioral challenges and their families.
- Ability to engage families in a collaborative, strengths-based manner which promotes the development of family skills and capacities, through use of proactive behavioral interventions.
- Possess strong organizational strategies to maintain their workflow and ensure responsibilities to families and case work are completed in a manner that is timely and reflects quality work

- Experience in provision of home- and community-based services from a strengths-based perspective.
- Capacity to work from a team-based approach and engage in a reflective supervision

### **Working Conditions**

The Family Specialist will work from a partner church site and travel using their own car throughout the defined region. They will be reimbursed at Thornwell's defined standard rate. The Family Specialist will utilize their personal cell phone device and will be reimbursed at Thornwell's defined standard rate. Limited overnight travel for staff meetings, special events, and training is required. The Family Specialist will work a flexible schedule including early evening hours and possible weekend hours to meet the needs of the families and community organizations we serve. This position will require the following physical activity level: sitting, standing, walking, driving, and some light lifting.

### **Benefits and Perks**

Thornwell offers competitive salaries and benefits for qualifying full-time employees including health insurance, free dental/eye coverage, a 403b retirement plan with current employer contribution of 4% with up to an additional 3% match, remote positions, continuous training and development opportunities, and a culture of appreciation that fosters the positive strengths and potential of our team members.

The Columbia, SC- based Family Specialist will be employed by Thornwell and maintain office space and work collaboratively with a local church partner site located in the area of St. Andrews Road.

Thornwell is an independent non-profit religious organization affiliated with the Presbyterian Church (U.S.A.) that prefers to employ individuals who share Christian values and who possess a Christian commitment for children and families in need.