

Executive Director – Inland Christian Home, Inc.

Ontario, California | Full-Time

About Inland Christian Home

Inland Christian Home (ICH) is a faith-based Continuing Care Retirement Community (CCRC) located on a 13-acre campus in Ontario, California. Our community provides a full continuum of care:

- 112 Independent Living Units
- 30 Assisted Living Units
- 18 Memory Care Beds
- 59 Skilled Nursing Beds

With an annual operating budget of approximately \$18 million, ICH is committed to delivering compassionate, high-quality care in a Christ-centered environment that honors and enriches the lives of our residents.

Position Overview

The Executive Director serves as the senior leader of Inland Christian Home and is responsible for overall management, strategic direction, and operational excellence. Reporting directly to the Board of Directors, this role ensures exceptional care, financial strength, regulatory compliance, and a mission-driven culture. Will replace retiring Executive Director. Preferred start date would be between January 1, 2027 and March 1, 2027.

Leadership Profile

The ideal candidate brings strategic foresight, intellectual agility, and emotional intelligence. They possess the ability to synthesize complex information across disciplines and make sound, practical decisions while unifying teams and stakeholders.

Key Responsibilities

Organizational Leadership

- Provide strategic leadership aligned with mission and values
- Partner with the Board on long-term strategy
- Serve as primary representative of the organization

Operations Management

- Oversee Independent Living, Assisted Living, Memory Care, and Skilled Nursing
- Ensure regulatory compliance
- Maintain high standards of care and satisfaction

Financial Stewardship

- Lead budgeting and financial performance for \$18M organization
- Monitor occupancy, revenue, and expenses
- Oversee capital planning

Team Leadership & Culture

- Lead and develop staff
- Foster mission-driven culture
- Promote engagement and retention

Resident & Family Engagement

- Build strong relationships
- Ensure satisfaction and responsiveness
- Support a vibrant community

Community & External Relations

- Represent ICH in the community
- Build healthcare partnerships
- Support census development

Qualifications

Required:

- Bachelor's degree (Master's preferred)
- 5-10 years senior leadership experience
- Experience in multi-level care
- Strong financial and operational skills
- Knowledge of California regulations

Preferred:

- LNHA license or ability to obtain
- Faith-based organization experience

- Proven performance improvement success

Compensation & Benefits

- Competitive compensation
- Incentives
- Health, dental, vision
- Retirement plan
- Paid time off

How to Apply

Submit resume and cover letter to:

davids@ichome.org