



Vice President of Residential Services Ideal Prospect Profile



About EP!C

EP!C is a community-centered organization composed of families, staff, volunteers, and residents united in their commitment to support individuals with intellectual and developmental disabilities. They provide personalized educational, residential, employment, and clinical programs designed to meet each person's unique abilities and needs.

Established in 1950 by Peoria families, EP!C initially focused on highlighting abilities rather than disabilities. Today, they serve individuals across 15 Illinois counties, assisting them in securing funding and accessing the best programs and services to achieve their goals.

With over 75 years of dedicated experience, EP!C has become a trusted partner for people with cognitive differences and their families. They are passionate about empowering individuals to live whole, meaningful lives through diverse programs that foster education, independence, employment, and well-being. EP!C's efforts not only enrich the lives of those we serve but also positively impact their families and the broader communities of Central and Southern Illinois.

EP!C actively collaborates with leading community organizations throughout Illinois to expand opportunities for individuals with disabilities. These partnerships promote independence, employment, and community engagement, helping us forge pathways toward a more inclusive society.

EP!C's strengths include a steadfast commitment to our mission, a dedicated and growing staff, expansion of our behavioral health program, and financial stability. EP!C has experienced significant growth, increasing its revenue from \$11 million to \$27 million over the last 15 years.



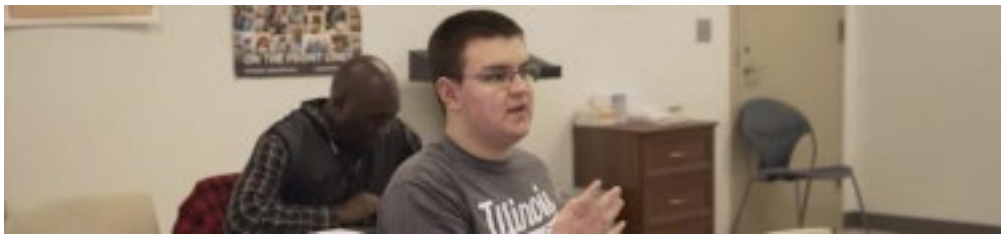
Additionally, their leadership's willingness to invest in staff development through education reimbursement and leadership training. The organization also strives to foster a positive, strengths-based culture with attractive benefits and wellness programs.

Position Overview

The Vice President of Residential Services reports to the CEO and is responsible for overseeing EP!C's residential operations, with a consistent emphasis on quality of service and support, growth, and operational efficiencies. The VP is responsible for effective fiscal management, team development, ongoing compliance with regulations, policies, procedures, and accreditation standards, as well as fostering a culture of accountability.

To review the EP!C Vice President of Residential Services job description, click on the link below.

<http://ccmspartners.com/wp-content/uploads/2025/08/EPC-VP-of-Residential-Services-Job-Description.8.13.2025.pdf>



Required Qualifications

Education and Experience

- Master's degree in a related field
- Three years' experience with people with developmental disabilities required
- Three years' supervisory experience required
- Background in residential services and 24/7 operations



IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES We are seeking a dynamic leader with the following qualifications and competencies. This role requires a strategic, compassionate leader positioned to enhance our residential services and organizational impact.

- Demonstrate a passion and commitment to supporting individuals with intellectual and developmental disabilities
- Strong leadership and team-building capabilities with proven ability to achieve goals through others
- Experience in recruiting, training, and retaining direct support staff
- Skilled in change management and leading in complex, evolving environments
- Takes initiative, owns responsibilities, and drives continuous improvement
- Skilled relationship-builder with individuals served, families, staff, board members, and community partners
- Excellent communicator who is effective at public speaking, networking, and brand-building
- Business-minded with financial management expertise, with experience in budget management and business development •
- Strategic mindset with an entrepreneurial approach to program development
- Project management and organizational abilities
- Analytical thinking and problem-solving skills
- Motivational training and mentoring capabilities
- Strong time management and multitasking abilities
- Assertive decision-maker who values work-life balance

Compensation

The annual Salary range for the position is \$130,000 to \$160,000. Benefits include a 403 (b) with a company match, paid leave, an incentive bonus, a potential signing bonus, and relocation assistance.

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Join The EP!C Team

Contact Mike@ccmspartners.com if you are a passionate leader who believes in empowering people, inspiring capabilities, and making a meaningful difference in the lives of individuals with intellectual and developmental disabilities.

Together, we can continue to build on EP!C's 75-year legacy of innovation, compassion, and excellence in serving our community's most vulnerable members while helping them achieve their fullest potential.

