



## CHIEF EXECUTIVE OFFICER IDEAL CANDIDATE PROFILE

Mental Health Partnerships (MHP), a leader in peer-to-peer support in mental health care with locations in Pennsylvania's Philadelphia, Montgomery, Delaware, Bucks, Chester, and Sussex Counties is recruiting a new Chief Executive Officer (CEO). The organization, known for serving individuals and families in need, including the homeless of Philadelphia, seeks a dynamic, proven leader to pursue the board's goals for expansion.

### MENTAL HEALTH PARTNERSHIPS

*Mission: Mental Health Partnerships collaboratively builds hope and promotes the well-being of people in recovery through innovative peer-centered advocacy, learning and services.*

*Vision: A community where people flourish, live the lives they imagine for themselves, and engage in the promotion of mental well-being.*



Mental Health Partnerships (MHP) was founded on the basic principle that people with mental health conditions can and do recover because they have the resilience to direct their own journeys in overcoming significant adversity. And while recovery—in all its different forms and paths—is possible for all, there's a greater chance for recovery in the context of an informed, caring community with family, friends and peers involved. Based on this conviction, Mental Health Partnerships has spearheaded changes over seven decades that have helped transform mental health services locally, statewide, and across the country.



MHP played a key role in shutting down state mental hospitals, ensuring that over \$100 million dollars was then invested in community-based mental health services. A big part of that investment was the creation of Community Behavioral Health (CBH), a city-run entity established to manage behavioral health services under HealthChoices, Pennsylvania's mandatory managed care plan for Medical Assistance recipients, including 450,000 Philadelphians who receive Medicaid.

MHP was also the first in Pennsylvania to provide peer-to-peer mental health services from neighborhood drop-in centers, which have evolved into recovery learning centers, based on what used to be considered a radical idea: that people in recovery could help others with

mental health conditions in their respective paths toward recovery by example and through mutual support.

## PROGRAMS AND SERVICES

MHP's peer support model ensures that people are never alone in their journey toward recovery. MHP's team of Certified Peer Support (CPS) specialists are equipped with valuable lived experiences in recovery, along with evidence-based wellness strategies. They offer essential assistance to individuals facing mental health and addiction challenges. MHP is dedicated to empowering participants on their journey towards recovery and wellness through:

- **Counseling and Support for Adults and Families** through educational family support groups, family consultation, online courses for family members of adults struggling with mental health or addiction, and a Parenting Plus education program for parents with mental health issues.
- **Targeted Case Management** for those experiencing homelessness or recently released from prison or jail.
- **Training & Technical Assistance for Service Providers and Community Groups** on topics related to behavioral health and trauma.
- **Advocacy** through the Individual Coalition Action Network, information and referral services and the Healthy Minds Philly peer chat line.
- **Mobile Peer Teams** that provide the Community Autism Peer Specialist Program, the PeerNet CPS program in Bucks County and Philadelphia, the Compeer volunteer peer support program, and the Trail Guides program serving the needs of young adults.
- **Recovery Learning Centers** including the Acceptance, Change and Empowerment (ACE) Peer Resource Center to connect people to resources and services in the community.
- **Residential & Homeless Outreach** including Homeward Bound, the Philadelphia Airport Outreach program, and a Rapid Rehousing Program for single households
- **TheInstitute@MHP**, a pioneer of CPS training designed and facilitated by individuals in recovery.



## THE ROLE OF THE CHIEF EXECUTIVE OFFICER

MHP is recruiting a dynamic, experienced leader to address the organization's top strategic challenges, including:

- Ensuring excellence in service delivery
- Reviewing and adjusting the business model to support sustainability
- Updating essential business systems
- Refreshing the company culture by leading with the support and empowerment of a committed staff team
- Building trust and establishing transparency
- Re-establishing strong relationships with funders and policymakers
- Strengthening the management and staffing infrastructure
- Addressing staff shortages and skill gaps

## IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate for this position will have a proven business acumen, an understanding of finance, and a track record of success in diversifying nonprofit revenue sources. In addition, the organization seeks mission-driven candidates who demonstrate integrity, passion for providing quality service, and emotional intelligence and compassion. This position requires a collaborative, inclusive and empathic leader who can build an effective team, as well as a skillful communicator who is equally committed to engaging internal and external stakeholders and building the case for supporting MHP.

## COMPENSATION

MHP is prepared to offer a competitive salary and benefit package to the candidate selected to be their new CEO. In addition, this position offers an opportunity to join a dedicated team of professionals who are making a profound difference in the community and in the lives of the individuals who are able to participate because of the organization's work.

## CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

Please express your interest in this position by forwarding your cover letter and resume to Shelley Feist, DCM Managing Director at [shelley.feist@dcm-associates.com](mailto:shelley.feist@dcm-associates.com) or James McGuirk, President of DCM Executive Search at [jim.mcguirk@dcm-associates.com](mailto:jim.mcguirk@dcm-associates.com). Please feel free to contact Ms. Feist and Dr. McGuirk if you would like to discuss this position further or would like to recommend a candidate.



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