

## PRESIDENT & CHIEF EXECUTIVE OFFICER

### WELLPOINT CARE NETWORK

MILWAUKEE, WISCONSIN



*Wellpoint Care Network Mission:*

*To facilitate equity, learning, healing and wellness by restoring the connections that help children and families thrive.*

Wellpoint Care Network has partnered with Spano Pratt Executive Search to identify their new President & Chief Executive Officer. For a confidential conversation and to learn more about this opportunity, please contact Lindsey Kriete or Dave Gromacki.

#### **Spano Pratt Executive Search**

Dave Gromacki, Executive Search Consultant  
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Lindsey Kriete, Practice Director  
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## ORGANIZATION

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Wellpoint Care Network (WCN) has anchored itself in nearly 175 years of caring for its neighbors through modernized human services. The WCN team are experts in the science behind trauma and the proven tactics to overcome adversity; they believe that services alone will fail to heal a child or a family without the right amount of care and compassion.

Wellpoint offers a comprehensive array of prevention, intervention, and crisis resources to facilitate equity, learning, healing, and wellness by restoring the connections that help children and families thrive. WCN is part of a larger network of systems that families engage with, and it knows that access to better resources and early intervention efforts across systems enables child and family stability. Resources and early interventions can limit the time and intensity of families' involvement in the child welfare system or divert them from the child welfare system entirely.

Wellpoint Care Networks adheres to the Trauma Informed Care philosophy; this practice has led to better outcomes in many caregiving and community environments. With WCN's success comes responsibility to share the tenets and teach the methodologies to others who work closely with children, adults, families and communities. To date, WCN trainers, coaches and consultants have trained over 75,000 individuals.

By identifying and advocating for systemic changes, WCN aims to help create conditions that facilitate equity, healing, and wellness for children and families across Wisconsin.

## **WCN Services:**

**Mental Health** - WCN knows that the right mental health services, provided by caring professionals, can promote recovery from trauma and adversity.

**Child & Family Wellbeing** - WCN brings safety and stability into the lives of young people and families involved in the child welfare system.

**Training and Consulting** - If you work directly for kids, teens, adults and/or families, you can benefit from the tools, resources, and best practices WCN teaches.



2023 Community Garden groundbreaking at WCN campus

## **WCN's Approach:**

**Trauma informed care** - WCN uses cutting-edge brain science, delivered by caring staff to overcome the physical, mental, and spiritual adversities caused by neglect, abuse, poverty, or other types of trauma.

**Five pillars of stability** - WCN leads with empathy, compassion, respect, and transparency to help people achieve stability in five vital areas: health, education, housing, employment, and caring connections.

**Diversity, equity & inclusion** - WCN cannot address trauma without also addressing equity. The people in its care are there because of established systems that have influenced their lives. Understanding the significant role of systemic racism is central to healing.

## POSITION OVERVIEW

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The President & Chief Executive Officer (CEO) of Wellpoint Care Network is to provide the leadership, planning, direction, coordination, and control necessary to assure the growth and quality of provided services, in concert with the mission of WCN. The CEO is a leader with heart who has passion for the WCN mission, for the people it serves, and services it offers, and who is committed to advancing work that facilitates equity, healing, and wellness for children and families across Wisconsin.

The CEO is a visionary nonprofit business leader skilled in driving organizational success and empowering high performing staff. Reporting to the Board of Directors, the CEO position is based at the organization's offices in Milwaukee, Wisconsin and has overall management responsibility for a growing impactful organization with a \$36 million annual budget, and 320 employees. Combining inspirational leadership and sophisticated management abilities, they advance the organization in terms of culture, capability, processes, resources, and impact.

While working closely with the organization's executive team, the CEO ensures that the organization is continually well equipped to advance the mission of Wellpoint Care Network. The CEO recognizes that services alone will fail to heal a child or a family without the right amount of care and compassion and instills that value throughout the organization.



Foster Care Family

## PERSONAL QUALITIES

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The ideal candidate is a visionary leader who has a passion for the WCN mission, for the people it serves, and services it offers, along with an affinity for health and human services in the City of Milwaukee. The candidate should possess a track record of inspired leadership that develops talent, embraces change, and contributes to a dynamic work environment.

## CORE RESPONSIBILITIES

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### EXECUTIVE LEADERSHIP

- Provides thoughtful and visionary executive leadership that is inclusive, transparent, and empowering in a manner that supports and guides the organization's mission as defined by the board of directors
- Develops and implements the agency's mission, vision and strategic plan with the participation and approval of the board of directors
- Provides strategic leadership and oversight to all programs, services, and activities of the agency
- Establishes goals, objectives, and operational plans in collaboration with the board of directors, staff, and other leaders
- Applies innovative thinking and performance measurements to analyze and support strategic decision-making
- Demonstrates organizational values while promoting the highest ethical standards for the organization

### BOARD GOVERNANCE

- Works effectively with the board of directors; supports the board, chair, and other board leaders, as needed, to carry out their governance responsibilities and enable them to make informed decisions
- Builds strong relationships with the entire board, providing leadership and support to members
- Communicates effectively with the board by providing members with all information necessary to continually function properly and make informed decisions quickly and accurately
- Attends all board meetings and provides reports and updates on staff, current work, project timelines, and project and organizational progress
- Manages the board as needed to build consensus, remind of outstanding deliverables, and offer support
- Implements board policies and procedures and builds support for board decisions amongst staff

### ORGANIZATIONAL MANAGEMENT

- Oversees the day-to-day operations of the organization and ensures its overall successful long-term operations
- Ensures that all agency and foundation activities and operations are done in accordance with respective by-laws and comply with all applicable local, state, and federal regulations, and laws
- Fosters a culture that encourages collaboration between departments and recognizes positive contributions
- Inspires a business-oriented, professional, results-driven environment across the organization
- Has overall responsibility to ensure diversity of programming and staff to ensure agency viability and relevancy
- Maintains all appropriate accreditations and licensures in good standing

- Conducts effective performance management
- Sets an organizational tone that attracts, retains, and motivates a highly qualified workforce
- Maintains a healthy work environment where employees are empowered to do their best work
- Leads, coaches, and develops a cohesive executive team to successfully implement organizational objectives
- Organizes, motivates, and coaches internal team leaders to strategically grow the organization's impact, programs, fundraising, and to effectively fulfill its important mission

## **DEVELOPMENT AND FUNDRAISING**

- Maintains a fund-raising program that meets or exceeds established financial goals
- Drives development and fundraising in collaboration with the mission advancement leader, leveraging the board as needed
- Initiates, cultivates, and extends relationships with the organization's portfolio of individual, foundation, and corporate supporters
- Ensures high visibility to prospects and the public and builds interest in engaged philanthropy
- Conducts financial management and administration
- Assumes responsibility for the fiscal integrity of the organization
- Ensures the organization's financial stability and sustainability by maintaining healthy cash flow and adequate reserves
- Builds and administers the annual budget, with board approval
- Develops and operates the agency based on an annual board-approved budget; provides the board with timely and accurate financial information
- Ensures adequate oversight of all funds, including developing and maintaining sound financial practices

## **EXTERNAL RELATIONS AND COMMUNICATIONS**

- Has overall responsibility to represent and present the agency to the community, and to lead the agency in its commitment to collaborate within the professional community
- Promotes the interests and the image of the organization to government, the local community, accrediting bodies and to the public at large
- Has overall responsibility to be knowledgeable and responsive to legislative and bureaucratic issues, and current trends in the field to keep the board and staff informed
- Uses communication methods and tools effectively to inform, inspire, and foster awareness across stakeholder groups
- Manages all aspects of the organization's marketing and public relations

## **QUALITY OF CARE AND SERVICE**

- Has overall responsibility to work closely with staff to develop new, and refine existing, programs in response to community needs, as well as to benefit and better position the agency for the future
- Ensures that the organization delivers program services that demonstrate continuous quality improvement in accordance with standard practice

- Ensures that the organization delivers program services that result in the highest stakeholder satisfaction
- Ensures that the organization takes all measures necessary to ensure the safety of those served
- Commits to the philosophy and practice of trauma informed care including the participation of all employees in an active understanding and promotion of the agency's trauma informed care model, the seven essential ingredients



WCN 2<sup>nd</sup> annual Back-to-School Bash

## QUALIFICATIONS & EXPERIENCE

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### Education

- Master's degree in business or human services required, Ph.D. in related field welcome

### Experience

- Ten (10) or more years of managerial experience in Human Services required; five (5) or more years of prior executive experience at a nonprofit, foundation, government agency or similar entity preferred
- Knowledge of legislative and community issues in the Greater Milwaukee area and State of Wisconsin preferred
- Knowledge of Child Welfare Services a plus
- Proven experience executing organization growth and leading a similar or larger size successful nonprofit and/or related entity
- Proven experience working with and leading a nonprofit Board and working with diverse groups of people



School-based mental health services

## COMPENSATION

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Compensation includes a hiring range of \$207,000 - \$310,000 and a competitive benefits package. The position is based in Milwaukee, Wisconsin.

## LOCATION – MILWAUKEE, WI

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In Milwaukee, you'll find urban living and a Midwest ambience combined to provide an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are numerous beaches with their related activities such as canoeing, paddle boarding, beach volleyball, yoga, and fishing. Beach-front as well as inland parks cover more than 15,000 acres of land allowing city dwellers to enjoy greenspaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings people from across the country to hear their favorite artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a



symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.



Classroom yoga for healing

**To learn more about Wellpoint Care Network:**

- Company website: <https://wellpointcare.org/>
- WCN Facebook page: <https://www.facebook.com/WellpointCare>
- Meet Deb - Foster Parents in Wisconsin - Wellpoint Care Network: <https://youtu.be/D5zt819TOZg>
- Keep Siblings Together - Wellpoint Care Network: <https://youtu.be/4-UO1GiD7PI>
- Wellpoint Care Network Impact Report 2023: <https://wellpointcare.org/about-us/annual-report-2023>





2023 Community Garden groundbreaking

This position is not just a job; it's an opportunity to be part of Wellpoint Care Network's legacy.

To be considered for this opportunity, please submit a cover letter and resume to:

Dave Gromacki, Executive Search Consultant -OR-  
[Dgromacki@spanopratt.com](mailto:Dgromacki@spanopratt.com)

Lindsey Kriete, Practice Director  
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