

**Executive Director  
Mount St. Vincent  
Mount St. Vincent Background and History**

Mount St. Vincent was established in Denver in 1883 by the Sisters of Charity of Leavenworth. In its long history, Mount St. Vincent has cared for children with special needs. Over the years the agency has evolved from its original programming as an orphanage to the sophisticated treatment center it has become today. Over its 132-year history this organization has remained true to its stated mission:

***In the spirit of the Sisters of Charity of Leavenworth, Mount Saint Vincent strengthens the abilities of families and children to emotionally and socially participate in the community, making life better for generations to come. Committed to providing compassionate care, we strive to produce positive, life-changing results.***

For Board and staff this mission drives the work they do.

Today children with the most severe mental health problems are referred to Mount St Vincent's residential programs. Children with less severe challenges are served in day treatment. As a treatment facility, Mount St. Vincent has adopted the Neurosequential Model of Therapy which is a developmentally sensitive approach to trauma treatment. The NMT model has been developed and researched by Dr. Bruce Perry, a leading authority on children in crisis and founder of the Child Trauma Academy. Mount St Vincent is among only a handful of agencies internationally that has received a flagship designation by Dr. Perry for the work they are doing with children in the Denver area.

Mount St. Vincent cares for approximately 100 children at any given time. Mount St. Vincent's annual operating budget is approximately \$5 million. The various program components of the agency include:

**Residential Treatment**

In three home-like residential units, 36 girls and boys ages 5 to 12 are served. For these children, severely impacted by trauma, mental illness, neglect and abuse 24/7 therapeutic care is provided.

**Day Treatment**

The day treatment program at Mount St Vincent serves children ages 5 to 12. All children enrolled in the day treatment program receive individual therapy, family therapy, and group therapy in accordance with their therapeutic needs.

**In-Home Treatment**

In-home behavior therapists and behavior coaches offer both individual and family therapy in the home. Therapists treatment strategies utilized at Mount St. Vincent in the home environment strengthen communication, and positive connection among family members, and provide developmentally appropriate parenting interventions.

**K-School**

The on-campus Sister Daniel Stefani School provides academic instruction and

educationally related mental health services for children enrolled in both day treatment and residential treatment. The highly trained multidisciplinary team uses NMT principles to facilitate a school program that is highly structured, safe and supportive of the children's individual needs.

### **Early Learning Center**

Responding to the growing community need for high quality preschool services, Mount St Vincent developed and early learning center and opened it for neighborhood children ages 3-6. Request for this service always exceeds available openings.

### **Foster Care**

This is the newest service that is under development at MSV. Foster care will further add to the continuum of services this agency is able to provide.

### **Responsibilities of the Director**

The Executive Director of Mount St. Vincent is responsible to the Board of Directors and to SCL Health. The board is comprised of civic and community leaders in the Denver Area. The Executive Director is also responsible to the parent organization, SCL Health. SCL Health is a Catholic, nonprofit healthcare organization sponsored by Leaven Ministries that operates eight hospitals, four safety net clinics, 190 ambulatory service centers, and one children's mental health center, Mount St. Vincent.

The next Executive Director will need to be a strategic thinker who thoughtfully deploys Mount St. Vincent's resources to best advance the mission of the organization. He or she will direct a committed Board and talented staff to fulfill the mission of this storied organization in a child welfare environment.

### **Leadership**

The Executive Director will serve as a decisive, credible leader for MSV to attract and retain top-notch, diverse talent. The Director will also maintain a work environment that fosters employee empowerment and commitment to the organization's mission and purpose.

### **Board Relations**

The Director will foster solid relationships and support the operating Board and SCL Health in their respective roles for the organization. He/she will keep them fully informed and engaged in the status of activities of the organization.

### **Partnerships**

The Director will recognize the importance of collaborating with other agencies and community partners to identify/strengthen strategic opportunities.

### **Financial Viability**

The Director holds primary responsible for the budget and ensuring sustainable,

diverse funding streams to allow MSV to fulfill its mission to the community.

### **Operations**

The Director will ensure the team operates with excellence. In addition, the team will deliver the highest quality of service that meets the needs of the community, and the state as well as exceeds client expectations.

### **Community Relations**

The Executive Director will interface and establish solid relationships with constituencies at the local and state levels, including the health and social service community, policy makers, community leadership, funders, and the public.

### **Advocacy**

The Executive Director will be expected to navigate a complex state and local political environment and work to shape policies that have the most significant impact on Mount St. Vincent.

### **Communications**

He/she will serve as the primary spokesperson for the organization and effectively articulate the organization's mission and vision. In addition, the Director will work to influence organizational outcomes on behalf of the children and families served.

### **Professional Qualifications**

- Undergraduate degree required. Advanced degree is preferred.
- Must possess at least 10 years of professional experience with progressive management responsibilities.
- Significant leadership experience in a nonprofit organization of comparable size and complexity preferred.
- An affinity for the mission of producing cutting edge service which provides compassionate care, and produces positive life changing results.
- High personal integrity.
- Experience and skill in working with Boards of Directors.
- Ability to envision and convey the organization's strategic future to staff, Board, volunteers and donors.
- Must possess a history of achieving/exceeding goals, improving bottom line performance and growing the organization under his/her responsibility.

- Strong organizational abilities, including planning, delegating, program development, and task facilitation.
- Extensive personnel management experience.
- Solid budget management skills.
- Ability to successfully motivate, influence and manage a diverse array of professionals.
- Ability to successfully deal with conflict and adversity.
- Strong advocacy skills. An understanding of, and the capacity to influence public delivery systems as they relate to issues and regulations that affect children and families.
- Active fundraising experience. An understanding of nonprofit fundraising strategies and the importance of donor relations.

### **Compensation**

The projected compensation range for this individual will be competitive and in accordance with the background and experience of the selected candidate. Compensation is supplemented by the full benefit package consistent with those of SCL Health.

### **Non-Discrimination**

Mount St. Vincent firmly supports the principle and philosophy of equal opportunity for all individuals, regardless of age, race, gender, creed, national origin, disability, veteran status or any other legally protected categories.

### **Application Process**

<http://www.morancompany.com/executive-searches-executive-director-2/>

Email Resume to: Bruce Linhos, the Moran Company at: [MSVresumes@gmail.com](mailto:MSVresumes@gmail.com)