



Opportunity:

President & CEO

Prepared by
Tapestry Talent, Search & Consulting
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To Apply: [LINK HERE](#)

About Journey Mental Health Center

Founded in 1948 as a private, nonprofit agency serving mental health needs, Journey Mental Health Center (JMHC) has evolved to serve the wider Dane County community as a behavioral health agency focusing on recovery from mental health and substance abuse, with a budget of over \$25M and a staff of 330 today. Currently, Dane County is the largest community partner. JMHC is dedicated to demonstrating courage and initiative within the agency and community, prioritizing services that are centered around ensuring fairness and inclusivity for all. It's vision is to be the leader in specialized behavioral health services, ensuring mental health is a priority, and barriers to care are overcome. With programs supporting behavioral health for families, children and youth, people with addiction challenges, unhoused and economically disadvantaged community members, people in crisis, and foreign language speakers in multiple locations throughout Dane County, Journey offers a vital path from hope to recovery.

For more information, see <https://www.journeymhc.org/>.

About the Position

The President & Chief Executive Officer of Journey Mental Health Center (JMHC) will balance the important mission of serving the behavioral health needs of all in the community with a sustainable business mindset. They will be responsible for leading the organization into its next phase of sustainability, growth and development, providing leadership for the strategy, overall operations, and the financial performance. They will uphold a strong commitment to diversity, equity, and inclusion that guides daily operations and fosters a caring community for all individuals to feel a sense of belonging.

They will bring deep experience in understanding complex funding sources that drive a behavioral health organization in Wisconsin, both public and private, and the business acumen skills to guide the organization forward. They will ensure the resources to support their senior leaders, counselors, and community care teams in their important work. This will explore and find ways to expand revenue and services. The President & CEO will serve as the face of JMHC in the community, representing the organization to local, state, federal officials and other stakeholders in ways that strengthen the organization's reputation and outcomes. The President & CEO will bring deep organizational leadership skills, positivity, superior communication skills, and a passion to help further the vision and mission. They will be capable of leading in an environment of high change with a team that values compassionate action, an entrepreneurial spirit, and a client-centered approach. In partnership with six leadership team members and the board, this person will work strategically and innovatively, positioning the organization for sustainability well into the future.

Primary Responsibilities

- Promote an organizational culture that fosters passion and drive to achieve JMHC's mission with strong communication, teamwork, trust, and a common vision.
- Lead the vision for the future of JMHC; continue to implement the strategic plan and make recommendations to identify needed changes in strategy and direction for the long-term health of the organization.
- Create and cultivate collaborative relationships as the outward facing representative of JHMC with community partners, focusing on collaborative positive outcomes and increased efficiencies.
- Regularly assess the effectiveness of programs and services, and work with staff to enhance operations of services and programs to meet a growing and diverse population.
- Partner closely with the leadership team, empowering them with the resources and support they need to do their best work.
- Provide oversight of the financial operations of JMHC, including creating and managing the annual budgets, monitoring actual financial performance relative to budgets, and providing reports to the Board and outside agencies.
- Cultivate a robust, professional partnership with the Board of Directors, with the highest standards of respect, trustworthiness, and transparency, sharing timely, relevant, and meaningful information.
- Oversee fund development planning and implementation, including identifying funding sources, and establishing strategies to identify and develop relationships with individual and corporate donors/funders; oversee grant writing and application processes.
- Provide thoughtful leadership to the staff including mentorship, support, empowerment, professional development opportunities, and fair and transparent feedback on a consistent basis.
- Take an active role in recruiting and hiring key managers, as well as drive performance and retention of employees with the HR leader.



Qualifications and Skills

- Minimum of ten years of successful experience in a key management role in a healthcare, mental health, and/or human services organization, including a minimum of three years of responsibility for ensuring successful financial outcomes.
- A record of successfully leading operational strategies, policies and procedures that resulted in a clear growth trajectory during your leadership.
- An extensive knowledge of the financial aspects of running an outcome-oriented healthcare organization with a diverse funding base.
- An understanding of nonprofit business strategy, including organizational development, leadership development, succession planning, organizational design and structure.
- Demonstrated success in securing grants and major gifts, and an understanding of the complex nature and time frame of the development effort, including experience with innovative ways to fundraise among new revenue sources and donor partners.
- Experience managing the financials of government grants.
- An ability to build and maintain an effective board, providing transparent and timely communication, utilizing the board's skill sets to benefit JMHC.
- Experience working collaboratively and creatively with social and human service partners, education organizations, and other community stakeholders toward a collective goal.
- Ability to serve as the face of JMHC, speaking in public forums and with the media.
- Must reside in Greater Madison and be able to work in the west side office most days.
- Strong technology skills to discern best operations systems, with a curiosity to drive AI and other innovative efficiencies to further improve the organization's effectiveness.
- Bachelor degree, Master degree, preferred. Multilingual in Spanish and English, desired.



Desired Attributes

- **Mission-Focused:** A sincere drive passion to serve the mission of JMHC.
- **Servant Leader:** able to mentor and coach, portrays integrity, humility, honesty, enthusiasm, sense of humor, low ego, self-awareness, a commitment to the mission, and a strong work ethic.
- **Social Justice Lens:** Belief in the value of offering evidence-based strategies for reducing disparities, and promoting equal access for all, regardless of socio-economic background, gender, sexual orientation, and race.
- **Exceptional Communicator:** Able to communicate with intelligence and passion at the appropriate times in the appropriate manner, both within the organization and to the larger community, practicing active listening.
- **Highly Organized:** Possesses a high-level of skills to effectively build revenue, and drive the budget, managing numerous projects simultaneously and thoroughly.
- **Innovative:** Able to think strategically and creatively about how to best serve the community
- **Results Driven:** Dedicated to shared and measurable goals.
- **High Emotional Intelligence:** Compassion and understanding for both staff and clients.
- **Lifelong Learner:** Willing to help the organization adapt to a changing community and world with continually developed knowledge and compassion.

Journey Mental Health Center has retained Tapestry Talent, Search & Consulting to conduct the search for the next CEO. Applicants will be accepted until November 19. To apply or for more information about the President & CEO opportunity, please send your resume and a cover letter to:

Jennifer Winding

Tapestry Talent, Search + Consulting:

jennifer@tapestrytalent.co

or go to: [LINK HERE](#)