



DIRECTOR OF BUSINESS DEVELOPMENT & COMMUNITY PARTNERSHIPS

OPPORTUNITY PROFILE



Consultants for Leadership Selection



The Director of Business Development & Community Partnerships is responsible for the identification, cultivation, and securing of strategic business opportunities, which promote Maryvale's Mission, Vision, Core Values, and strategic priorities.



Mission

Maryvale's mission, inspired by the compassionate service of our Vincentian Founders, faithful to Catholic Social Teaching rooted in the gospel of Jesus Christ and the charism of the Daughters of Charity, is to heal, empower and educate children and families to instill hope for a more fulfilling future. We do this by providing residential, educational, mental health and community-based services in an environment of dignity, love, and respect.

History

In the mid-1800s, Los Angeles had no child welfare system. Orphaned or abandoned children roamed the streets struggling to survive, and entirely dependent on the generosity of strangers. This is how Maryvale came into being. To learn more about Maryvale's rich history, [click here](#).

Core Values

Maryvale's rich Catholic heritage is reflected by its Vincentian Core Values. In 1633 St. Vincent de Paul reached out to assist those in need through simple acts of kindness. His efforts and those of St. Louise de Marillac ultimately developed into the values embodied by the Daughters of Charity. Today, Maryvale keeps those values alive by providing compassionate and nurturing service to some of society's most vulnerable children, youth, and families.

Respect. Recognizing our own value and the value of others.

Compassionate Service. Providing excellent care with gentleness and kindness.

Simplicity. Acting with integrity, clarity, and honesty.

Advocacy for the Poor. Supporting those who lack resources for a healthy life and full human development.

Inventiveness to Infinity. Being continuously resourceful and creative.



Steve Gunther, MSW
President & Chief Executive Officer

Steve Gunther joined Maryvale in 2009, having served in several leadership positions at various non-profit organizations. Steve was the Chief Operating Officer at St. Anne's, a social service agency serving at-risk pregnant women, mothers, and children for five years. Prior to that position, Steve was the Program Operations Manager at Girls and Boys Town of Southern California. Dedicated to giving vulnerable young people the best possible chance for a bright future, Steve has worked directly with children and youth—as a high school teacher, social worker, and administrator—since 1984.

Steve holds a Master of Arts in Management from the Claremont Graduate University, Peter F. Drucker Graduate School of Management; a Master of Social Work (MSW) degree from the University of Southern California; and a Bachelor of Arts in Psychology with a minor in Theology from Loyola Marymount University. Steve is a Licensed Clinical Social Worker in the State of California. He is also President of the Board of Directors of The Association of Community Human Services Agencies (ACHSA). Steve is married and has five children.

Mike Couchman
Chief Financial Officer

Mike Couchman joined Maryvale as Chief Financial Officer in 2019. In this role, he is responsible for the overall financial strategy and direction of Maryvale, including the development and management of budgets, preparation of financial statements and reporting to Maryvale's Board of Directors.

Mike brings more than 20 years of leadership experience within the private and nonprofit sectors with a focus on troubleshooting complex issues and providing efficient and effective solutions for operational challenges. Before joining Maryvale, he served as Controller and Director of Marketing for Casa Pacifica Centers for Children & Families.

Graduating cum laude with a Bachelor's of Science in Business Administration, Management from California Lutheran University, Mike utilizes his leadership and technical abilities in implementing technology and operational strategies centered on enhancing performance and compliance. Mike lives in Camarillo, CA with his wife Kim, and has three children.

Renee Chan, SPHR
Chief Administrative Officer

Renee Chan joined Maryvale in 2008. In this role, Renee oversees the functions of Human Resources, Training, Facilities/Housekeeping and Safety at Maryvale. Previous to her tenure at Maryvale, Renee worked as Senior Director of Human Resources at Syntax-Brilliant for two years and has held positions as Vice President of Human Resources, Staffing and Training Director and Human Resources Director in the technology, manufacturing and retail services industries.

Renee holds a Bachelor of Science in Business from the University of Redlands. In addition, she holds a Certificate as a Senior Professional in Human Resources (SPHR) issued by the Society for Human Resource Management. She is an active member of the Human Resource group through The Association of Community Human Services Agencies. Renee is married and has two sons.



What others say about serving at Maryvale

- “...Even during the current pandemic, we are experiencing growth; we are in this together and it has only heightened our mission focus...”*
- “...we are looking for someone who can embrace and challenge our thinking and development processes while maintaining Maryvale’s cultural values...”*
- “...we have a real and true community sense; we deeply care and work hard together to embrace our mission—there is a great sense of camaraderie...”*
- “...mission integration reduces instances of ‘silo-ing’—we are all striving for the same goals...”*
- “...we recognize that with 150 years of operations we know what works yet at times we need to challenge our set ways...”*
- “...our new Director will be data and quality driven as we seek to expand our services, but always with the winsomeness and mission focus that define our organization...”*
- “...our client satisfaction survey is always strong and has been in an upward trajectory for the last 2-3 years...”*
- “...the leadership team is a culture of having the freedom to have, ‘downright frank discussions, then give hugs as we go home’...”*
- “...our culture is guided by The Daughters of Charity mission...”*
- “...we are on the precipice of writing the next 25-50 years of our history and have the financial ability to make that happen...”*
- “...we serve a great God and Maryvale will continue to move forward with that mission...”*
- “...when we ‘get it wrong’ our culture is determined to correct the issue and grow from it...”*
- “...our culture is respectful, relishes humanity, transparent, mission-driven, rooted in faith traditions...”*
- “...we lead with a healthy balance of kindness, humility and accountability...”*
- “...we have a rich history of being deeply committed to living out our mission in the lives of our youth; it is good to be a part of something greater than ourselves...”*
- “...there is a very old and sweet way about Maryvale...”*

*Our culture is
respectful,
relishes humanity,
transparent,
mission-driven,
rooted in faith...*

POSITION OVERVIEW

Under the supervision of the CEO, the Director is responsible for development and implementation of public relations/marketing that lead to business development, serving as liaison with community residents, schools, churches and civic groups; area employers; legislators; other health-care and human-service providers. The Director will build a constituency of support for Maryvale’s ability to meet the community’s needs in addition to seeking collaborative opportunities to improve the quality of life of residents within Maryvale’s service area.

The position requires a strong development mindset and commitment to the role of community-based non-profit organizations as agents of positive community change as well as an understanding of and appreciation for other key public and private partners who can offer additional resources to the work of Maryvale’s community development in Los Angeles County.



ESSENTIAL JOB DUTIES

- Demonstrate a passion and commitment for the Mission and Vincentian Core Values of Maryvale and the Daughters of Charity.
- Create an atmosphere of enthusiasm and energetic commitment and serve as a role model in carrying out the Mission.
- Participate as a key contributor in developing Maryvale's strategic plan and lines of business, conducting market research and analysis to inform the agency's marketing plans.
- In collaboration with executive leadership, launch key initiatives with measurable objectives that advance the agency's strategic vision and goals, working with facility and department leaders to evaluate, analyze and interpret market utilization data for facility service lines.
- Develop and advance partnerships and relationships with other agencies, funders, and referral sources.
- In collaboration with agency leaders and managers, develop plans and agency systems to increase the frequency of referrals, volume of services, and total program revenues.
- Proactively develop and advance program and funding models that are responsive to funders' needs.
- Provide leadership, guidance, and technical assistance with public RFP's and grant applications.
- In collaboration with the Director of Development, maximize private funding and advance methods to monetize service areas.
- Ensure a high level of satisfaction, access to, and understanding of the needs of clients, funders, and stakeholders.



- Utilizing data models and trends to develop and tailor new and ongoing complex contract negotiations within industry standards to achieve implementation of organization initiatives.
- Identify and cultivate leadership from key corporate, foundation and other prospective partner sectors who share an interest in community development.
- Develop and implement a comprehensive internal and external marketing plan that would increase revenues and profits for facility.
- Successfully secure new referral sources and complete face-to-face meetings with referral sources ensuring a thorough understanding of services available. Complete follow-up meetings with referral sources as needed.
- Evaluate, analyze, and interpret market demographics, including population, age, gender, race, and projected trends for client populations.
- Accountable in measuring and reporting outreach initiative results.
- Conduct research and assess focused solutions in obtaining leads, managing relationships relative to the development of new services and programs.
- Coordinate special events for staff, clients, and community relations.
- Maintain relationships and secure competitive information on services to maintain and develop market share.
- Represent the organization at major public events.



IDEAL QUALIFICATIONS

- 7-10 years of senior-level development/strategic partnership experience, preferably in a non-profit environment. Relevant for-profit experience will be considered.
- Bachelor's Degree required. MSW, MFT, MBA or related would be a plus.
- Clinical licensure in Social Work, Psychology, or Family Therapy a plus.
- Experience and passion for programs serving mental health, low-income individuals, families, and seniors.
- Experience with permanent supportive/affordable housing a plus.
- Capacity to meet all core competencies and perform essential duties.
- Demonstrated capacity to identify obstacles and negotiate solutions aligning business practices with emerging strategy.
- Excellent communication skills with key stakeholders and funders with the ability to identify and secure strategic partnership opportunities.
- Ability to identify trends, partnerships, and strategies that strengthen and advance the agency's business model, impact, and mission.
- Experience in collaborating with city, county, state and federal agencies.
- Strong oral and written communication skills, including experience speaking publicly in diverse forums.
- Local market knowledge of policy.



The Search Process

If you know someone who has an interest and meets the requirements described in this profile, please feel free to suggest that person for consideration and/or forward this information to them. They can send their resume to the contact below. Suggested names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, religion, color, sex, national origin, familial status, veteran status, cognitive or physical disability.

Ardent Search Company fully respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone, including our client without their prior consent, nor will reference contacts be made until mutual interest has been established.

For further information on this position, please contact:

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