



A Message from our Co-CEOs: What's Next?

The 2021 legal integration of four agencies to become CMHA Thames Valley Addiction and Mental Health Services is now in our rear-view mirror. Our focus is now on the integration of service delivery across Thames Valley to improve ease of access, coordination of mental health and/or addiction services for individuals and families.

As we enter the next phase of being a new organization, plans are underway for the recruitment of the first CEO for CMHA TVAMHS. Our tenure as Co-CEOs was designed to assist and support the integration of four separate organizations into the newly formed CMHA TVAMHS. In doing so, we have focused on those areas that are most critical to organization stability and performance – for example, accounting and payroll systems, leadership structure and accountabilities, people and culture policies and practices (including decisions regarding unionization), and of course the beginning work on integrating services and programs across the region.

In early January 2023, the Board of Directors, embarked on the recruitment process by *selecting* a search firm who will guide the process through consultation about the role itself, the type of individual needed, the goals and plans for CMHA TVAMHS, etc. CMHA TVAMHS Co-CEOs and select members of leadership will work with the firm and the Board to offer input and support for this process. Knowing that the search, selection process, and transition of a new CEO can take time, we do not yet have a specific date for the change in leadership; however, we expect that it will occur sometime this summer.

We look forward to introducing the successful candidate to you and continuing the positive impact that this organization will make in collaboration with all of our partners and the support from the community.