

Organization and Position Overview

Founded in 1999, Progressive Community Health Centers (Progressive CHC) is an independent non-profit organization that operates four clinic locations in Milwaukee, Wisconsin and provides high quality, comprehensive health care and social services to patients of all ages and incomes for Milwaukee area residents. Progressive CHC is a Federally Qualified Health Center that values a patient-centered philosophy and provides a range of services that include family medicine, internal medicine, pediatrics, women's health, podiatry, urgent care, dental, and integrated behavioral health, in addition to supportive services such as case management, health education, benefits enrollment, financial counseling, and referrals for specialty care. What sets Progressive CHC apart is its medical home philosophy, providing comprehensive health services under one roof to enhance the complete wellness of the individual, as well as the overall health and engagement of the community. More than 130 employees support the organization's mission to improve the health and quality of life of the community by providing culturally competent services that address identified needs. Progressive CHC provides high quality, comprehensive care to approximately 16,000 patients annually, a majority of whom are low-income. No one is ever turned away from our clinics based on insurance status or ability to pay. As a thriving, trusted focal point in the community we serve, Progressive CHC is working to build neighborhood assets and eliminate health disparities.



Progressive CHC is looking for a Chief Executive Officer (CEO) who is an accomplished, forward-thinking leader who views change as opportunity and has exceptional relationship-building and management skills, and knowledge of health care, finance, operations, and quality improvement. This is an exciting opportunity for a seasoned executive and patient advocate to lead a dynamic organization that is focused on providing patient-centered care, especially for the uninsured and underserved. The CEO will be a leader who values the Progressive CHC culture and who is committed to its mission and the patients and communities it serves.



Improving the health and quality of life of the community by providing culturally competent services that address identified needs.

The position will require a strategic and skilled navigator who bestows a comprehensive understanding of the drivers, trends, and forces that can impact the provision of health care. The CEO will position the organization for long-range success by striving to maintain our value-based health care model albeit in new and different directions. They will look at ways to partner to achieve the scale and capital necessary to stay relevant with technology-supported patient access, while retaining the core mission, vision, and values of Progressive CHC's programs. A successful candidate will need to navigate many complex and intermingled dynamics that are evolving locally, and nation-wide.

Please visit <https://progressivechc.org/> to learn more.

Essential Responsibilities

Leadership and Governance

- Honor and Lead PCHC's Diversity, Equity, Inclusion and Belonging expectations and practices.
- Cultivate and maintain a high performing senior leadership team.
- Work closely with the Board of Directors to determine strategy, services, and policies.
- Oversee operations that fulfill the mission of the organization, and ensure excellence, while encouraging innovation.
- Recruit and support diverse, talented, culturally competent clinical, professional, and administrative staff.
- Partner with the Board and staff to implement the strategic plan ensuring the organization's priorities are achieved.
- Enable the Board to make informed decisions that best advance the organization's mission and elevate its overall performance.
- Engage Board members' talents and encourage their strategic involvement in the organization.

Financial Oversight and Revenue Generation

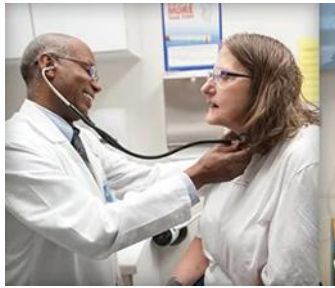
- Oversee the planning and implementation of business objectives and coordinate functions and operations across divisions and departments.
- Ensure proper administration of grants, and accurate and timely grant reports.
- Develop and maintain annual budget and monitor financial operation of organization in partnership with the CFO.
- Ensure long-term financial sustainability by building upon existing revenue models and strategically assessing and developing new models and diversified revenue streams.
- Ensure the adequacy and soundness of the organization's financial structure.
- Identify and secure new public and private grant sources.
- Develop agreed upon methods to monitor and forecast the organization's financial health.

Communications, Outreach & Advocacy

- Cultivate existing and new relationships, partnerships, and collaborations to maximize the health and well-being of our patients.
- Participate and lead in arenas addressing health care reform, including the challenges and opportunities facing our patients.
- Serve on a variety of local and state committees and task forces.
- Maintain an environment that is supportive and respectful of patients, personnel, and other individuals and community partners.
- Lead a culture of transparency and encourage a learning environment that promotes excellence.
- Honor respectful and trusting relationships with the Board, clinicians, and staff.
- Engage in local, state, and federal government issues that affect our patients and services.
- Work with government representatives and other groups to advocate on patients' behalf.

Programs, Operations and Facilities

- Ensure compliance with all regulatory entities and the rules of accrediting bodies.
- Continually monitor and improve all aspects of operations, programs, and physical properties.
- Utilize data to monitor, evaluate, and continuously improve operations and outcomes.
- In conjunction with the Board of Directors, establish long- and short-term organization goals and objectives and oversee progress toward achieving them.
- Perform short-and long-term fiscal planning to ensure continued stability of the organization, making sure resource utilization is consistent with the mission and goals of the organization.
- Provide for ongoing patient and staff safety through the review and revision of policies and procedures and regulatory compliance.
- Conserve natural and environmental resources.
- Establish current and long-range goals, objectives, plans and policies.
- Partner with staff leadership to ensure that operations are being executed in accordance with the organization's policies.
- Ensure that the building and all organizational assets are secure and well maintained.
- Review operating results of the organization and problem-solve with team members to make improvements where needed.
- Oversee the clinical quality improvement in partnership with the Chief Medical Officer.



Qualifications, Experiences, and Attributes

- Ability to relate well to people from diverse ethnic and cultural backgrounds, and a passion for working with culturally diverse populations.
- History of treating all people with dignity, respect, and compassion; Empathy toward patients.
- Demonstrated ability to manage a complex organization and an array of operational, regulatory, and financial obligations, including a variety of funding mechanisms.
- Demonstrated ability to inspire, delegate, and build high performing, collaborative teams.
- Knowledgeable about trends and forces that impact health care, finance, public health, and community-based services; Knowledge of FQHCs is strongly preferred.
- Track record of successfully navigating and leading change and growth.
- Adept at navigating political, economic and health care landscapes.
- At least 10 years of increasingly responsible leadership positions, including experience working with diverse communities.
- Understanding of revenue cycle components, particularly in cost constrained environments.
- Experience creating and cultivating effective collaborations and partnerships.
- Demonstrated success in fund development and in revenue generation and diversification.
- Experience serving on or working with a board of directors; Experience with not-for-profit boards a plus.
- Ability to understand and ensure compliance with complex regulatory requirements.
- Expertise in workforce development given significant workforce shortages and recruitment and retention challenges in the industry.
- Competence in, and commitment to, racial and health equity that impacts every aspect of the organization, internally and externally.

It is mandatory that all employees, employed providers and volunteers are vaccinated for COVID and influenza. All hired candidates must submit proof of vaccination prior to their orientation (or apply for a medical or religious exemption). This is a mandatory requirement for Progressive Community Health Centers. The purpose is to minimize exposure to and transmission of COVID-19 and the influenza virus in the workplace by providing occupational protection to employees and thereby preventing exposure to members of the community which we serve.

Instructions for Applicants

Please email all items below, combined into one document, to PCHC@leadingtransitions.com no later than **1:00 p.m. CT July 20, 2023**: Letter of interest describing your qualifications for this position and your interest in Progressive Community Health Centers' mission, addressed to: Mindy Lubar Price, Leading Transitions LLC; A detailed and updated résumé; and the names of, your relationship to, and contact information for, three professional references.

Progressive Community Health Centers is developing a comprehensive DEIB foundation that will be integrated into all we do. This includes training for all staff regarding DEIB and creating a culture that welcomes conversations on DEIB issues, reviewing policies, forms, and other items to ensure inclusive language and practices, and building DEIB into decision-making at all levels.

Progressive Community Health Centers is proud to be an equal opportunity workplace employer. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.

- The annual salary range for this leadership position begins at \$190K.
- References will not be contacted until a candidate has been notified.
- This position will remain open until it is filled.
- Offers of employment are contingent upon clear results of thorough background and reference checks and drug testing.
- All inquiries and interactions with potential candidates are kept in strict confidence.
- Progressive Community Health Centers benefits include: Medical, Dental, & Vision. Employer paid Life, Short and Long-Term Disability Insurance, 401K, Voluntary Discretionary Insurance, Flexible Spending Account, Paid Time Off, Ten Paid Holidays, Continued Medical Education Expenses, and an Employee Assistance Program. If you also enjoy more work-life balance, we offer a very competitive Paid Time Off benefit of 162 hours that is front-loaded.

Leading Transitions is committed to the vitality of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring great new opportunities.