



Northern Lakes Community Mental Health Authority

CEO Search Committee Special Meeting Packet

August 14, 2025



Administrative Office, 105 Hall Street, Suite A, Traverse City, MI 49684

CEO SEARCH COMMITTEE- AGENDA

DATE: August 14, 2025

TIME: 10:00 a.m. – 12:00 p.m.

PLACE: NLCMA Traverse City Office Board Room– 105 Hall St.

TIME	ITEM
10:00 a.m.	Call meeting to order and establish a quorum by Chair Townsend
10:03 a.m.	Approval of Agenda
10:05 a.m.	Introductions and Announcements
10:10 a.m.	Motion to go into Closed Session to consider the contents of the applications of candidates for the Northern Lakes Mental Health Authority (NLCMHA) CEO position pursuant to Section 8(f) of the Open Meetings Act, since all candidates have requested that their applications be kept confidential.
11:15 a.m.	Following the Closed Session, return to the Open Meeting
11:20 a.m.	Complete and consolidate candidate evaluations
11:30 a.m.	A. Discuss Results
11:45 a.m.	B. Determine 2-3 candidates to be recommended to the Full Board.
11:45 a.m.	C. Identify the candidates by name.
11:50 a.m.	Comments
11:50 a.m.	A. Public Comments
11:55 a.m.	B. Board Comments
12:00 p.m.	Adjourn

NOTICE: If any person with a disability needs accommodations, please call the CEO's Office two days prior to the posted meeting date.

CANDIDATE EVALUATION SUMMARY FOR NLCMHA CEO

Please rate the candidate on the following. (1= Lowest and 5 = Highest Rating)
(1 = Does not meet expectations; 3 = Meets expectations; 5 = Exceeds Expectations)

Category	A	B	C	D	E
Master's Degree in Public Administration, Business Administration, Social Work, Psychology, Health Administration or a related field.					
Progressive leadership roles with a minimum of five years at the senior level in a human services, governmental, or health care setting preferred candidate must have public mental health work experience and a strong commitment to community based services and enhancing the lives of persons served.					
Preferred experience in an integrated health care organization with diverse administrative experience					
Preferred candidate must have public mental health work experience and a strong commitment to community-based services and enhancing the lives of persons served.					
Have experience working in an organization with a complex structure where board partnership and collaboration is utilized to improve flexibility, collaboration, and resource sharing across the organization.					

Have experience leading teams that deliver mental health, addictions, IDD services, and Children's services.	
Be a forward-thinking strategic leader skilled in driving the creation of new services, revenue streams, strategic partnerships, and business models.	
Be exceptional at relationship-building and communicating.	
Have strong data analytics skills with the capacity to integrate data-driven outcomes into the business decision-making process	
Be able to serve as a credible and influential advisor and partner to the BOD, and Executive Team in leading organizational change.	
Be a collaborative leader skilled at building strong teams across diverse departments by creating synergy across business areas, fostering an environment that promotes sharing new ideas, and making connections that add value across service lines and with customers and amplify the impact of everyone's work.	
Be able to lead and motivate commit to "team," and have strong "Emotional Intelligence" attributes.	

Have a commitment to serving a culturally diverse community with a staff equally committed to justice, and inclusion.	
Have demonstrated business acumen in today's evolving healthcare environment while achieving both clinical and operational excellence.	
Have a history of accessibility, accountability, and transparency that fosters trust	

Total Ratings:

Top 2-3 candidates to be referred to the Board for final interviews