

turningpoint

behavioral health



Chief Executive Officer Opportunity Guide

www.tpoint.org

About Turning Point Behavioral Health Care Center



Turning Point Behavioral Health Care Center (TPBH) is a leading nonprofit community mental health center in the Chicago metropolitan area. For over 55 years, the agency has been delivering expert, affordable, and compassionate mental health care with a mission to provide solid support, when and where it is needed most.

Headquartered in Skokie, Illinois, with an additional location in neighboring Evanston, Turning Point Behavioral Health serves primarily low-income children and adults from throughout the Chicago area. A wide array of services are provided, including outpatient therapy, an extensive group program for adults with severe and chronic mental illness, case management, a residential program, and free crisis support programming.

Since 2011, Turning Point Behavioral Health has operated a Living Room program, providing free walk-in support for adults in crisis within a welcoming and hospitable environment. This program has maintained a 98% success rate in deflecting guests in crisis away from hospital emergency departments. In 2024, this program expanded substantially. The agency now maintains Living Room locations in both Skokie and Evanston

as well as operating a Mobile Living Room, which travels throughout surrounding communities, bringing free crisis support and mental health resources. Turning Point Behavioral Health also operates a 24/7 crisis line and deploys crisis support into the community through its Mobile Crisis Response Team.

Turning Point Behavioral Health is an active leader in its field and in its community, committed to collaborating with a large network of community partners, including local hospitals, Police and Fire departments, schools and libraries, and colleague organizations. The agency has received both local and national awards and the highest ratings from the Commission on Accreditation of Rehabilitation Facilities.

Turning Point Behavioral Health pledges to its clients to guide them through difficult decisions, help to ensure their rights, treat them with dignity, respect their wishes, collaborate and listen to them, and provide personalized treatment in a context of understanding, compassion and hope. This is the philosophy that guides the agency and has made it a trusted resource for mental health care.

Turning Point's Community Impact

Specialized youth services, such as the Comprehensive Community-Based Youth Services (CCBYS) program, provide 24-hour crisis intervention, stabilization, and family reunification support for at-risk adolescents. To address social determinants of health and foster independence, the Center provides essential Case Management and Supported Housing services, linking clients to resources like financial entitlements, vocational assistance, and external medical care.

A LEGACY OF INNOVATION

As the Chief Executive Officer of Turning Point Behavioral Health Care Center since 2001, [Ann Raney](#) has built a significant legacy of innovative service expansion and organizational growth. Under her leadership, the agency launched the highly successful Living Room crisis respite program, which has a documented success rate of helping 98% of its guests avoid costly hospital emergency room visits by providing a safe, calming alternative for adults in psychiatric crises. This program model has been widely recognized, contributing to the agency consistently receiving high marks in quality of care and stewardship.

Raney's vision also resulted in a doubling of the agency's physical size, which directly enabled a significant growth in services and allowed for key collaborations, such as the new co-located clinic with a community health partner. Her decades of work as both a clinician and administrator underscore a commitment to accessible, quality care rooted in an empathic, non-judgmental, and recovery-oriented approach. The acknowledgment of her achievements with the 2024 Lifetime Achievement Award from the National Association of Social Workers, Illinois Chapter, further cements her role as a transformative leader in behavioral health.

Providing solid support for 55 years

Our areas of service

- **Outpatient therapy** for children, adolescents, adults, couples, and families
- Over 30 different therapeutic and **community support groups**, meeting weekly
- **Case management** support
- Transitional **housing**
- **Free crisis support** through
 - **Living Room:** Both in skokie and Evanston, our programs deliver expert and compassionate support for adults in crisis on a walk-in basis. This program has maintained a 98% rate of success in managing crises and deflecting individuals away from hospital emergency departments.
 - **Mobile Living Room:** We travel through our surrounding communities to provide support and education on mental health and wellness resources.
 - **Mobile Crisis Response:** This team provides phone support through our crisis line, and in person support throughout the communities we serve.

Top 5 conditions we treat

Adults



- Depression
- Anxiety
- Bipolar Disorder
- Schizophrenia
- Adjustment Disorder

Children/Teens



- Adjustment Disorder
- Anxiety
- Attention-Deficit/Hyperactivity
- Depression
- Major Depressive Disorder

Our client community

Turning Point serves a diverse community of clients. Of those we serve:

90%
are low-income

54%
are women & girls

34%
are people of color

14%
are teens & children (6+)



Clients come from
80+
surrounding area communities

This past year

We served
1,100+
individuals.

We provided
26K+
service hours.

We completed
31K+
service visits.

The Opportunity: Chief Executive Officer

Turning Point Behavioral Health Care Center seeks its next CEO who will build upon a powerful legacy and guide the organization into new areas of growth and impact during a critical time for mental health access. The successful candidate will proactively move the mission forward by championing accessibility, equity, and best-in-class clinical outcomes for children, adults, and families in the Chicago metropolitan area.

Reporting to the fourteen-member Board of Directors, managing a nearly \$7M budget, and guiding a leadership team of four professionals (total team of approximately 60), the CEO will leverage the Center's reputation to diversify funding streams, strengthen partnerships, and champion advocacy efforts to secure necessary resources for the community. Success will be defined by their ability to balance fiscal health and operational efficiency with the compassionate delivery of services.

The ideal candidate will be an experienced executive with demonstrated nonprofit business acumen, likely possessing an advanced degree in a clinical or health administration field, with a demonstrated history of cultivating a high-performing and motivated staff. With a dare to dream mentality, the next CEO will lead an effective management team, nurture an attractive and supportive work culture, and clearly articulate the organization's mission to all stakeholders. As the chief public face and advocate for Turning Point Behavioral Health, they will drive its strategic vision forward to maximize its impact and ensure every community member has solid support in their journey toward recovery and mental wellness.



Performance Objectives

Strategic Vision and Governance

- Lead the finalization and implementation of the long-range strategy (started in Fall 2025) that ensures the organization's mission is achieved and adapts to significant industry trends and developments in the delivery of behavioral and mental health services with a focus on long-term sustainability.
- Develop and implement measurable objectives, strategies, budgets, funding strategies and timelines.
- Provide collaborative leadership in maintaining a positive and productive working relationship among the Board of Directors, membership, partner organizations, and volunteers.
- Cultivate a highly effective relationship with the Board of Directors by assuring members are fully informed on the organization and staff.

Organizational Leadership and Culture

- Ensure that programs are mission-driven, in line with strategic plan goals, and support the needs and purpose of the field.
- Develop and oversee the annual operating budget and ensure that the organization operates within budget guidelines. Regularly monitor budgets and cash flow statements.
- Maintain consistent reporting on the organization's financial position and outlook and ensure fiscal responsibility.
- Realign systems and infrastructure as needed to meet current-day operations, demonstrate fiscal responsibility, and efficiently use organizational resources.
- Create and maintain a climate and culture that will attract, develop, motivate, and retain a highly effective, productive, and cohesive staff with professional/technical expertise and operational talent.
- Ensure that high-quality care and client safety remain at the forefront of all interactions.



Financial Sustainability and External Advocacy

- Strategically secure and ensure adequate funds are available to carry out the organization's work, prioritizing activities that support financial stability and growth.
- Develop and maintain sound financial practices, responsibly preparing and ensuring the organization operates strictly within Board-approved budget guidelines.
- Develop strategies for additional revenue sources that leverage organizational expertise, Board relationships, and strategic partnerships in the service area.
- Serve as the chief spokesperson, creatively and enthusiastically articulating the organization's mission to promote its programs and goals. Including establishing and maintaining sound working relationships with community groups, organizations, and governmental stakeholders to represent the organization's vision.
- Create new and innovative marketing and outreach strategies using technology and social networks to increase visibility of the organization for diverse, new audiences.

The Qualified Candidate

Turning Point Behavioral Health seeks its next CEO to elevate the organization within the community and ensure that support is available where it's needed most, thereby improving individual and community health strategies. The ideal leader will be a visionary advocate with exceptional communication skills, proven success in leading fundraising efforts, and an unwavering commitment to advancing the organization's mission of providing accessible, high-quality, and trauma-informed care while fostering a diverse, equitable, and highly engaged staff culture.



SPECIFIC REQUIREMENTS INCLUDE:

- Passion for Turning Point Behavioral Health's mission, including a genuine interest in mental health, counseling, and human services programming.
- A minimum of 7 years of progressive experience in nonprofit leadership and management, with documented ability to manage staff and lead teams.
- Proven ability to build strong external relationships with a variety of volunteers, public leadership, partner organizations, and other stakeholders.
- Track record of developing strategies to increase revenue successfully, financial management, and overall stewardship of resources.
- Proven success in building strong and productive work teams with a focus on mentoring and nurturing staff development.
- Strong analytic and strategic-thinking skills, with a demonstrated ability to create, implement, and monitor complex plans and then translate those plans into goals and concrete strategies.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships, culminating in overall success.
- Experience with Collective Bargaining is beneficial, but not required
- Current or prior licensure as a clinical professional (e.g., LCSW, LCPC, LMFT) is strongly preferred but not required.
- Master's degree or higher in behavioral health or health care administration, preferred.

Turning Point Behavioral Health Care Center appreciates the opportunity to provide services to its diverse community, including people of color, low-income and financially insecure, non-English speakers, and LGBTQ individuals. We strongly encourage applications from people with these identities and other marginalized communities to join our staff to better serve our clients. Turning Point Behavioral Health makes hiring decisions without regard to any person's race, color, sex, creed, gender identity, gender expression, age, religion, disability, national origin, ancestry, genetic information, sexual orientation, marital status, parental status, pregnancy, military discharge status, disability, source of income, FMLA status, or any other factor determined to be unlawful by federal, state or local statutes.

How To Apply



Compensation for this position was recently benchmarked by Turning Point Behavioral Health and KEES, and it is in the fair market range. This position offers a competitive salary with strong benefits and is based on depth of experience. The range for this position is in the mid \$200s.

Established in 1969, Turning Point Behavioral Health serves diverse communities throughout metropolitan Chicago. The agency provides outpatient therapy for children, adults, and families, case management, community support groups for adults with severe and chronic mental illness, a residential program, and free crisis services. Turning Point Behavioral Health is conveniently located close to public transportation. Turning Point Behavioral Health has consistently been awarded the highest rating from the Commission on Accreditation of Rehabilitation Facilities (CARF). Turning Point Behavioral Health is an Equal Opportunity Employer.

To ensure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

All candidate-submitted materials and credentials will be reviewed for consistency and accuracy. Candidates can expect that KEES will verify employment/academic/ background information both in the screening process and for the finalist(s) in a formal background check. KEES utilizes a 4-step screening process, the first of which is the formal Candidate Application. Applications are reviewed by the KEES team and advanced through various stages of inquiry and confirmation. Application review will begin after January 23. It is anticipated that final interviews with the Search Committee will begin in the Spring. All applicants will be notified of the outcome of the search. Based on the timing of your specific application, you are welcome to reach out for information on the timeline.

This search is being managed by the Search team, Heather Eddy, President and CEO of KEES, and Senior Project Manager Randi Blasutti. Questions may be addressed to rblasutti@kees2success.com.

APPLY NOW

ABOUT KEES

KEES (formerly Alford Executive Search) is a woman-owned nonprofit executive search firm dedicated to creating diverse teams with dynamic leadership in the nonprofit and public sectors. We offer a comprehensive range of services, including executive search, leadership development, compensation analysis, interim staffing, and HR support.

Launched in 2013, based on decades of prior work by the Founders, KEES is a leader and noted pioneer in DEIB-focused executive search and culture building. KEES is noted for bringing dynamic and under-radar candidates to the table, regularly placing industry veterans and first-time leaders alike. Recognized for two years in a row on the Hunt Scanlon Nonprofit Top 65, KEES leaders are sought-after experts in search, leadership development, and often first-time roles. To learn more, visit us at [KEES](https://www.kees2success.com).