

Curriculum Vitae

Matthew Madaus

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Behavioral Health Executive

Behavioral health executive with over 25 years of experience building programs and cultures of excellence. Proven leader with ability to identify opportunities, achieve alignment with disparate constituents, build high caliber teams, and execute to achieve results. Experience with a wide range of service modalities and environments. Strong strategic, operational, financial, and leadership acumen and advanced understanding of national standards.

Professional Experience

BEHAVIORAL HEALTH CONSULTANT, Orinda, CA

2015 - Present

Provide consultation to executives, managers, and staff at child-serving agencies, regarding strategy, market analysis, management, program design, clinical services, and funding.

- ✚ *Casa Pacifica Centers for Children and Families*: Interim Director of Campus Programs
- ✚ *Seneca Family of Agencies*: Clinical and Leadership Consultation, Leadership Training
- ✚ *Uplift Family Services* (formerly *EMQFamilies First*): Business and Program Development
- ✚ *Sacramento Children's Home*: Clinical Training and Consultation
- ✚ *Unity Care Group*: Interim Director of Residential Treatment
- ✚ *Fred Finch Youth Center*: Merger and Acquisition Consultation
- ✚ *Alternative Family Services*: Program and Business Development
- ✚ *CTARS* (Australia-based agency): Business Development

EDGEWOOD CENTER FOR CHILDREN AND FAMILIES, San Francisco, CA

2010 - 2015

\$32M Behavioral Health Services Provider

President and C.E.O.

Managed over 500 staff to impact children and families in San Francisco and San Mateo Counties, through a full continuum of behavioral health services, including crisis stabilization, residential treatment, community-based services, kinship care, and prevention programs. Supervised Executive Team and related functions: finance, operations, medical services, human resources, and fund development. Coordinated with the Board of Directors and Auxiliary.

✚ **Elevated Capabilities and Reputation:** Developed and executed new mission, strategy, and brand, establishing Edgewood as a premier provider, industry thought leader, and preferred employer. Partnered with agencies to expand services and improve outcomes. Presented to legislature, state and national conferences, interviewed by print and broadcast media on industry and children's issues.

✚ **Expanded Impact through Innovation:** Increased clients served from 2,500 to over 7,000. Established Crisis Residential, Partial Hospitalization, Crisis Stabilization Unit, Child Protection Center, Early Childhood MH, web-based Mentor program, and FQHC partnerships. Led state-wide pilot project to reform Residentially-Based Services, increasing permanency outcomes.

✚ **Improved Financial Strength:** Grew revenues by over 50%, more than doubled clients served to over 7,000. Increased private health insurance funding from 2% to over 15%, secured pro bono services, and obtained federal funding for research. Grew Major Gifts by 250%, grew foundation grants by 70%. Attained partnerships with Golden State Warriors, Nature's Bakery, Levi's, Adobe, and Google.

✚ **Created Culture of Excellence:** Created the Edgewood Institute as thought leader of research, training, and quality improvement. Established dashboard of key performance indicators, centralized intake system, and agency-wide outcome measure (the CANS). Attained first Joint Commission accreditation.

VICTOR COMMUNITY SUPPORT SERVICES, INC., Marysville, CA

2003 - 2010

\$40M Behavioral Health Services Provider

Executive Director

Provided leadership of behavioral health services, finances, human resources, risk management, community relations, and quality assurance. Collaborated with public and private agencies to provide services in schools, juvenile hall, health clinics, and family homes.

✚ **Grew Revenues and Families Served:** Expanded revenues from \$1.4M to \$6M; opened \$2M Nevada County Region. Expanded clients served annually from 400 to over 1,500.

✚ **Expanded Service Array:** Developed school-based service model, juvenile sex offender evaluation and treatment, multi-family education model, psychological testing services, juvenile diversion program, integrated BH services in local Federally Qualified Health Center.

✚ **Provided Thought Leadership:** Appointed to the CA MH Services Oversight and Accountability Commission's Committee on Workforce, Education, and Training. Chaired state-wide Training Work Group. Selected by *California Institute of Mental Health* to lead Evidence-Based Practice projects; selected as one of 10 executives to review Evidence-Based Practices implementation across CA. Selected as Field Supervisor of 2006 by California State University.

\$3M Behavioral Health Services Provider

Director, Residential Treatment

Provided leadership of residential treatment services, special education school, and community-based behavioral health services.

✚ **Strengthened Agency Programs and Reputation:** Expanded program from \$2.1M, 55 staff, RCL 11, and 30 clients to \$2.8M, 75 staff, RCL 12, and 100 clients served per year. Attained accreditation with *California Alliance of Child and Family Services*. Created a central treatment center campus: supervised funding and design and construction of facilities. Expanded the treatment center from serving exclusively out-of-home clients to community clients in San Benito, Monterey, and Santa Clara Counties.

\$60M Behavioral Health Services Provider

Director, Community Mental Health

Held several Director positions of increasing responsibility, culminating in responsibility for \$6M and 175 staff.

✚ **Elevated Clinical Impact:** Provided leadership to residential treatment centers, special education schools, group homes, refugee resettlement program, crisis intervention programs, family reunification services, foster care, adoption, Mental Health Clinic, medical services, and student intern program. Developed and implemented an agency-wide multi-disciplinary treatment team process. Selected to serve on a state Department of Social Services advisory board to review the use of physical restraint after a client death.

✚ **Expanded the Agency's Continuum of Services:** Developed and launched programs, including Therapeutic After School Program, Placement Stabilization Team, Family Reunification Program, and Multi-Systemic Treatment. Developed affiliation agreements and acted as the primary clinical liaison for *Cambridge Hospital* and the *Family Institute of Cambridge*. Managed the merger process with *Boston Children's Services* as a member of the Senior Management Team. Facilitated the due diligence process when the agency purchased *Charter Health Systems*, through comprehensive clinical program reviews.

✚ **Strengthened Agency Capacity:** Chaired the Technology Applications Committee, which developed and copyrighted a treatment planning system. Facilitated C.O.A. accreditation and agency strategic plan, improved the agency's credit rating with *Standard and Poors*. Increased student internships from 15 to over 60 through partnerships with colleges and universities.

\$20M Social Services Provider

Director, Supporting and Assisting Independent Living (S.A.I.L.) - \$1M group home for foster youth.

Restructured and provided leadership to a Transition to Independent Living Group Home for adolescents in the foster care system as the exclusive contract agency for Northeast Massachusetts Department of Social Services.

✚ **Provided Leadership and Growth:** Expanded the program from 3 staff and 2 clients to 14 staff and 10 clients. Increased funding rate to eliminate deficit budget and expand services. Provided state-wide leadership as a member of Massachusetts' *Transition to Independent Living Provider Network*.

Related Experience

- ✚ **Board of Directors**, CA Alliance for Children and Families, *Sacramento, CA*, 2012 to 2015
- ✚ **Faculty**, University of Phoenix, *Sacramento, CA*, Masters and BA programs, 2004 to 2010
- ✚ **Therapist**, *Social Advocates for Youth*, San Diego, CA, 1992 to 1993
- ✚ **Mental Health Worker**, *San Luis Rey Hospital*, Encinitas, CA, 1990 to 1993
- ✚ **House Supervisor**, *Maher Hall*, Newport, RI, 1990
- ✚ **Crisis Counselor**, *Northeastern Family Institute*, Arlington, MA, 1990
- ✚ **Teacher**, *Bilingual School*, Roatan, Honduras, Central America, 1989 to 1990
- ✚ **Teacher**, *Health and Education Services*, Rowley, MA, 1998 to 1989
- ✚ **Counselor**, *Northeastern Family Institute*, Hathorne, MA, 1987 to 1988

Education and Licensure

- ✚ **Licensed Clinical Social Worker**, Board of Behavioral Sciences, LCS 23143
- ✚ **Family Institute of Cambridge**, Watertown, MA **1998 - 1999**
Post-Graduate Certificate, Intensive Program in Family Systems Therapy
- ✚ **San Diego State University**, San Diego, CA **1991 - 1993**
Master of Social Work. Dual Focus: Clinical and Mental Health
- ✚ **Trinity College**, Hartford, CT **1985 - 1989**
Bachelor of Arts, Double Major: Philosophy and English