



## **EXECUTIVE DIRECTOR ACADIA FAMILY CENTER**

The board of directors of Acadia Family Center (AFC) in Southwest Harbor, Maine, seeks a leader to advance the center's critical mission: providing out-patient treatment, education, and prevention services for individuals of all ages, families, and communities affected by the use of addictive substances and/or a mental health disorder.

### **Organizational overview**

Acadia Family Center serves the Mount Desert Island (MDI) region as an outpatient treatment agency for those struggling with a substance use disorder and/or a mental health disorder. AFC is devoted to raising awareness about the use of alcohol, drugs, other addictive substances, and the common co-occurrence of a mental health disorder. With an area of 108 square miles, Mount Desert Island is the largest island off the coast of Maine and about half is preserved as part of Acadia National Park. MDI's year-round population of approximately 11,000 swells during the summer months with the arrival of seasonal residents, and the park draws an estimated 3.5 million visitors each year. The Island has a diverse economy, including tourism, fisheries, world-renowned research institutions and the College of the Atlantic. Great affluence and rural poverty coexist in this remote corner of the world, and a high incidence of alcohol and other substance abuse impacts the region's diverse population.

AFC is the only agency on Mount Desert Island licensed for the outpatient treatment of substance use disorders. Services include:

- Individual counseling
- Medication Assisted Treatment (MAT)
- Group therapy
- Art therapy
- Trauma therapy
- 12-Step meetings
- Driver Education and Evaluation Program
- LGBTQ-affirming therapy

Recognizing addiction as a chronic brain disease, AFC is dedicated to supporting wellness, building resilient individuals and communities, and fighting the stigma associated with substance use and mental health disorders. The Center serves families, children, adolescents, adults, couples and groups; and provides telehealth clinical services in collaboration with the Maine Seacoast Mission. Clients may have a substance use disorder, a mental health disorder, and very often a combination of both. Thus, AFC treats people holistically with compassion, support, and sensitivity.

AFC is committed to engaging our community in discussions about the use of alcohol, drugs, other addictive substances, and the common co-occurrence of a mental health disorder. At the core of its outreach efforts is a ten-week program for students in six local middle schools that addresses tobacco, marijuana, alcohol, cocaine, heroin and opiates, and encourages discussion of honesty, integrity,

resiliency, peer pressure, and refusal skills. AFC's prevention-education programs are designed to break the recurring cycles of addiction, abuse, neglect, and violence affecting families. Board and staff are committed to expanding these important programs.

Additional information about AFC can be found at <https://www.acadiafamilycenter.org/>.

### **Priorities for the future**

With a deeply committed board of directors, talented staff and a newly expanded facility, Acadia Family Center is well positioned to deepen its impact. AFC's board and staff have identified the following organizational priorities to guide the new executive director in seizing the opportunity at hand:

- Lead the development of strategic plans and processes to serve community members affected by the use of addictive substances and/or mental health disorders
- Develop and implement plans to diversify funding and cultivate donor and institutional relationships
- Continue to develop and oversee internal and external strategies to increase efficiency, maintain high quality of care, build awareness and foster trust

### **Position requirements**

The board seeks a leader who is passionate about the issues at the core of AFC's work, and interested in building community. Suitable candidates will be experienced in change management, as the science and treatment options of substance use and mental health is in a period of great advancement. As the center's public face, the executive director must be engaging, articulate and energetic; and as the staff leader, this individual must be decisive, collaborative, and supportive. We expect that the successful candidate will bring the following to the role:

- Strong track record of strategic planning and organizational leadership, preferably in the nonprofit sector
- Experience in the field of substance use disorder and mental illness, with knowledge of leading-edge research and proven practices
- Proven experience building effective relationships and enduring partnerships
- Demonstrated strength in developing and executing a multifaceted development strategy
- A high degree of comfort with various constituencies in one-on-one interactions and large-group settings, and with public speaking
- Confidence, compassion, and creativity

### **Compensation**

AFC's new executive director will earn a comprehensive benefits package and competitive salary commensurate with experience. This position reports directly to the board of directors. The successful candidate can expect a formal review after six months as well as an annual review.

### **Nondiscrimination**

Acadia Family Center does not discriminate against any person on the basis of race, national origin, ancestry, public assistance, ethnic background, religion, marital status, economic class, age, disability or

handicap (mental or physical), sex, creed, veteran status, sexual orientation, gender identity/expression and any other legally protected characteristics in admission or participation in its programs, services and activities, or in employment. AFC complies with all applicable national, state and local laws pertaining to nondiscrimination and equal opportunity and will take “affirmative action” measures to ensure the enforcement of its policies.

### **To apply**

Interested candidates should submit a cover letter and resume to Starboard Leadership Consulting at the following address: [search3@starboardleadership.com](mailto:search3@starboardleadership.com). The cover letter and resume should contain detailed information concerning work experience, past successes, leadership experience and qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Suite 4, Bangor, ME 04401, but **electronic submission of materials is preferred**. No phone inquiries, please. Review of applications will begin on June 27, 2019.