



Cultivating Resilience to Help Children, Families & Communities Thrive



Chief Financial Officer Opportunity Profile



About Western Youth Services

Since 1972, Western Youth Services has been a leading provider of mental health and wellness solutions in Orange County. Our history, expertise, relationships, and impact on children, youth and families, have laid the foundation for us to be a trusted and effective partner in supporting mental health and wellness across our community.

The Western Youth Services (WYS) team brings a deep understanding of the impact of Adverse Childhood Experiences (ACEs) and other adversities on mental health combined with training on trauma-informed practices and an approach to collaboration that meets individuals, schools, and communities where they are to provide customized services to build resilience for all.

We have built a trauma-informed culture within our community network that cultivates resilience and mitigates the effects of ACEs, which in turn creates resilient individuals, schools, and communities with safe, supportive, and inclusive environments.

We have a strong focus on measuring impact for all our programs and we take a data-driven approach to improving mental health and well-being outcomes. Our commitment to measurable outcomes, continuous learning, innovation, and improvement drives the transformational impact we have had in our community for over 50 years.

At Western Youth Services, we are the advocates for children. We believe in them. We uplift them so they believe in themselves, experience the happiness of self-confidence, discover their potential, and go on to create fulfilling lives.



Our Mission

Advancing awareness, cultivating success, and strengthening communities through integrated mental health services for children, youth, and families.

We pursue our purpose on three fronts:

Advancing awareness

WYS is the leading expert in mental health and wellness solutions in Orange County. Because our expert team of mental health professionals specializes in working with youth and families, we help the community cut through the stigma preventing at-risk kids from getting the emotional and mental healthcare they deserve. Plus, we're the partner government agencies, school districts, and other youth-serving organizations trust. Together, we're fostering a generation of youth able to create and lead successful lives.

Cultivating success

We've redefined mental health services in Orange County to match the right program to suit every child, every family. We have proven, positive results to show the success of our programs – just look to our clients as evidence. After working with us, they emerge as stronger families and happier youth with the skills needed to thrive.

Strengthening communities

We work throughout the community, and with youth-serving organizations that help children face their behavioral and emotional issues. Our integrated system ensures all youth in Orange County have access to preventative, early intervention and intensive therapies. We seek out and build upon the strengths of each client and bring out the best in every child, creating healthier and happier families contributing to their communities.



Our Vision

We envision a society where youth and families are equipped and empowered to succeed and our goal is to make this a reality for every child, in every community.

The foundation of positive mental health for children starts when they have a caring adult who believes in them. We are their advocates. We believe in them. We uplift them so they believe in themselves, too. The youth and families that we serve experience the happiness of self-confidence and the exhilaration of rising above the real challenges that hold them back. They discover their potential and go on to create fulfilling lives.

We're here for all of them. We've redefined mental health services in Orange County to match the right program to suit every child, every family. We have proven, positive results to show the success of our programs. We're here with a range of prevention, early intervention and, if needed, intensive care services.

"When we bolster the minds and hearts of kids to know their strengths and how to tap into them, we give them support and hope for a better future, even in the face of adversity. "

Dr. Lorry Leigh Belhumeur



Our Core Values

At Western Youth Services, we are governed by four core values:

Honor

We honor all individuals. We treat clients with dignity regardless of circumstances. We regard our employees as high-quality professionals, appreciating their deep desire to contribute.

Ethics

In all endeavors, we conduct our business and ourselves with personal and professional integrity in accordance with ethical codes of conduct.

Excellence

We uphold a standard of excellence throughout the agency with processes in place to ensure the use of best practices and continuous quality improvement.

Efficiency

We've established and we maintain effective and efficient ways of actualizing our goals without compromising quality.



Our Programs & Services

Life brings challenges that sometimes require more than the help of family, friends, and school personnel. At WYS, we match the right services to every child and every family. Our integrated service model means we offer programs intended to prevent mental health issues by using wellness solutions and intervening early enough to halt behavioral or emotional issues before the point of crisis.

Along the full continuum of care, we also work with youth requiring intensive mental health services. We approach mental health and wellness in the context of [Adverse Childhood Experiences \(ACEs\)](#), and offer solutions that not only treat the predictable negative impact of ACEs, but that looks upstream to prevent them from happening in the first place.

With more than 50 years of service, we have developed programs for the Orange County Health Care Agency, Orange County Social Services Agency, multiple school districts and other community providers.

WYS professionals listen carefully to understand each client's situation and help them address their specific concerns with sensitivity and trained expertise. Our services range from working with individuals and families to working with school districts as well as community partners, such as Boys and Girls Clubs.

WYS provides training courses and programs for individuals, families, schools, other mental health professionals, and groups. Mental health services are provided both in person and through telehealth.

FAMILIES RELY ON WESTERN YOUTH SERVICES

Parents, grandparents and other caregivers have hopes and dreams for their children. Yet, today's youth face unprecedented challenges often preventing them from feeling accepted or developing the kind of trusting, nurturing relationships required to grow up happy and healthy. Families often come to us desperate to aid their children but at a loss as to how to help them. At WYS, we treat all children as our own and desire to give them all the resources they need and crave to create and lead successful lives. For 40 years, we've offered youth and families hope – and results. Our caring team of mental health professionals understand the unique concerns of youth and families. WYS helps transform pain into relief and shift stagnation into growth for the youth and families we serve.



WE'RE IN THIS TOGETHER

The youth of Orange County rely on so many caring individuals and organizations to help them grow up well-educated, healthy, and confident. Looking after all of their emotional, mental and physical needs requires alignment across the community. By working together, we can increase our impact upon youth and families. Through coordinated efforts, we're building a strong network of care for Orange County. Families don't need to wait until emotional and behavioral issues reach crisis status. We're here with a range of prevention, early intervention and, if needed, intensive care services provided in clinics, homes, schools, and other community-based locations.

WE'RE THE PARTNER YOU'RE SEEKING

Our integrated service model allows WYS to prevent mental health issues through wellness solutions or intervene early enough to stop behavioral or emotional issues from becoming crises. Along the full continuum of care, we also work with youth requiring intensive mental health services. Our trusted and proven approach helps youth directors, school administrators and educators provide youth in our community with valuable programs tailored just for them, we are ahead of their needs. When someone partners with WYS, our mental health leaders provide insight into the challenges facing youth today and ways for families to redirect at-risk children and teens toward healthier lives.

OUR PROGRAMS

[Medi-Cal Outpatient Clinics](#)

[School-based Services](#)

[Behavioral Health Training Collaborative Crisis](#)

[Intervention Training](#)

AREAS OF EXPERTISE INCLUDE SUPPORT FOR:

- Emotional & Behavioral Problems
- Depression & Anxiety
- Post-Traumatic Stress
- Child Abuse Issues
- Loss & Grief
- Other Specialty Needs (see below)

AT ALL WESTERN YOUTH SERVICES LOCATIONS, WE PROVIDE:

- Evaluation
- Crisis Intervention
- Case Management
- Individual Therapy
- Play Therapy
- Family Therapy
- Group Therapy
- Parenting Classes & Education

SPECIALTY SERVICES PROVIDED AT MANY LOCATIONS INCLUDE:

- Child Psychiatric Services
- Medication Monitoring
- Psychological Assessment & Testing
- Couples Counseling
- School & District Assessments
- Student Evaluations
- Crisis Debriefing Services
- Coaching & Training of School & District Personnel & Youth Serving Organizations
- Lunch Clubs & Playground Support
- School Classroom Presentations
- Social Skills Groups
- Wellness & Substance Abuse Prevention Services





Our History

It took people who cared. In 1972, a group of caring parents, teachers and police officers came together in Fullerton to create what now is known as Western Youth Services. They believed that local youth struggling with behavioral or emotional issues deserved more compassion, additional access to treatment and a greater number of resources devoted just to them. This group of advocates for youth recognized that a gap existed. In response, they opened the Teenage Resource Center. There, teens found a safe place to hang out and much more. They had access to educational, counseling and crisis services.

The need for services grew. The Teenage Resource Center was renamed Western Youth Services (WYS) in 1979 as the need for services increased with community growth. By 1998, WYS extended services to reach all of Orange County by operating four clinics and 10 satellite locations.

Today, we are lifting limitations and enriching Futures. WYS is the leading expert in integrated mental health and wellness solutions for Orange County youth and families. Our more than 300 employees and interns include an experienced team of psychologists, psychiatrists, clinicians, mental health workers and administrative staff. An 8-member volunteer board of directors leads WYS.

We provide a range of mental health services in clinics, homes, schools, and various community locations to more than 50,000 children and families throughout Orange County both directly and indirectly, with support from our collaborative partnerships. With this range, we're able to aid parents directly and serve as a trusted ally in care. Teachers, school personnel, hospitals, doctors, law enforcement officers and other community sources refer at-risk youth to us.

Clients come to WYS for a variety of reasons. We see children and teens – displaying aggression, bullying others and disrupting school classrooms and neighborhoods. Others have underdeveloped social skills, as demonstrated through acts of isolation or poor self-esteem. They are often struggling with a current life stressor, such as a death in the family, recent move or parent incarceration.

We're here for all of them. After determining what's right for them, WYS collaborates with families, school personnel and other care providers to develop goals and strategies tailored to their needs. We also provide individual, family and group therapy, in addition to medication management services, if needed.

Although we treat each client individually, families can expect to receive a standard of care:

- We approach treatment services within the context of the whole person, always with a family focus.
- Our program is needs-driven and strengths-based. We identify what each client needs, help them realize the strengths they have already and build upon these assets.
- Services available include consultation, assessment, and individual, group and family treatment. We offer Evidence-Based Practices, such as Parent-Child Interaction Therapy and Functional Family Therapy, case management and community referrals.
- The length of service ranges from 8 weeks to 2 years, depending on the intensity of needs. Most clients work with WYS for 2 to 5 months.





OUR CEO LORRY LEIGH BELHUMEUR, PH.D.

Dr. Lorry Leigh Belhumeur, with over 30 years of professional experience in the mental health field, has been serving as Chief Executive Officer at Western Youth Services (WYS) for over 20 years. She is a seasoned community leader and fierce advocate for children, youth, and families.

Specializing in integrated mental health services for children, youth, and families of OC, her early adoption of Adverse Childhood Experiences (ACEs) as a provider of context for mental health needs has placed Dr. Belhumeur in the position of thought leader within the field of mental health.

Lorry has led the charge that reexamines mental health in the context of Adverse Childhood Experiences (ACEs) and offers solutions that not only treat the predictable negative impact of ACEs but that look upstream to prevent them from happening in the first place.

Under her leadership, WYS has evolved into the innovative organization that operates today. WYS annually provides integrated Mental Health Services to over 50,000 clients both directly and indirectly, with support from our collaborative partnerships.

She believes that the foundation of positive mental health in children and youth is having a caring dependable adult who believes in them, helps uncover their strengths and encourages them to heal. When people are served from this perspective, they become more confident and resilient. They make progress and create and lead successful lives.

Leadership

OUR BOARD OF DIRECTORS



DARREN KERSTIEN
PRESIDENT



CSILLA KOPPANY
VICE PRESIDENT



ELIZABETH GARCIA
TREASURERE



SANDRA RENNER
CHAIR OF THE PROGRAM
DEVELOPMENT COMMITTEE



DAVID LECHUGA
MEMBER



JILL DOMINGUEZ
MEMBER



ROCHELLE RAUSCH
MEMBER

CHIEF FINANCIAL OFFICER

Position Overview

Reporting directly to the CEO, the Chief Financial Officer of the organization provides overall strategic financial leadership and directs the deployment of the organization's critical financial resources. The CFO is a member of the executive management team.

As a key player in the executive leadership of the organization, the Chief Financial Officer designs and implements, in concert with the CEO, and with the review and approval of the Board of Directors, financial policies and systems that strengthen the present and create a stronger, sustainable future for the organization. As the CFO, this position provides vision and leadership for all the organization's finance functions, including budgeting, purchasing, accounts payable, financial reporting, taxes and tax filings, and financial audits.

The Chief Financial Officer is expected to help advance the mission and clinical reputation of the organization through providing substantive support to achieving the goals of the strategic plan. This position develops and advances a public service orientation and builds strong relationships with internal and external constituents. This person is expected to be an internal business partner, offering sound financial advice to a variety of individuals to ensure the accomplishment of the organization's mission and vision.

REPORTING TO THE CHIEF FINANCIAL OFFICER

Controller (open)

Accounting Supervisor

Staff Accountants (3)

Payroll Specialist

Procurement Administrator

Billing Specialist

RESPONSIBILITIES

Leadership

- Reflect, articulate, and promote the mission, vision, and identity of the organization.
- Serve as a key member of the senior leadership team and provide financial leadership, planning, guidance, and analysis across all major initiatives with particular attention to supporting the mission and strategic plan of the organization.
- Lead the areas of budget development, financial planning, resource allocation, risk management, purchasing, financial policy development, fiscal controls, and financial services operations to ensure fiscal accountability and the financial integrity of the organization. Lead the development of the organization's annual budget, including the development of annual budget assumptions to be approved by the Board and the completion of the annual budget package for final Board approval.
- Lead the development, implementation, and assessment of long-range plans, including the continuous assessment of the organization's financial infrastructure, capital plan and regulatory actions.
- Provide early "warnings" if goals are in danger of not being met and develop contingency plans to return to achievement of growth targets.
- Develop and manage outside relationships with commercial banks, law firms, bond council, investment advisors, auditors, and other outside service providers appropriate to the financial function.
- Preserve the fiscal integrity of the organization in its business relationships. Participate with and support other senior administrators in negotiations and contract development, signing off on all contracts.
- Maintain a current level of awareness of accounting rules and regulations, as well as state, federal and international regulations (tax and otherwise), that pertain to the operations of the organization.

Strategic

- Build strong relationships across all constituencies in the organization to become a trusted advisor to all.
- Advise the CEO on all matters relating to the financial functions of the organization.
- Support the CEO in the coordination and leadership of the organization Board Finance & Audit Committee. Assist the CEO in communication to the Board of Directors on business and planning matters.
- Bring fresh ideas to streamline, automate and efficiently run all aspects of the Finance area.

RESPONSIBILITIES

- Influence corporate strategy through financial insight and act as a catalyst to stimulate behaviors across the organization to achieve strategic and financial objectives.
- Provide strategic analysis and guidance (financial projections, negotiations, contract reviews.) to assist in fundraising and other significant financial transactions. Ensure the Advancement and Finance records of donations reconcile.
- Lead the organization's budget financial planning process. Initiate or create business planning analysis, interpretation, and communication of financial information to a variety of constituencies: trustees, faculty, and other administrative staff and organization benefactors. Lead the business planning/due diligence efforts for any new mental health assessment, counseling, or student service initiative of the organization.
- Adapt programs to the dynamic trends and issues facing the future of mental health services with an entrepreneurial and clinical vision.
- Provide strategic direction across the organization as it relates to the business and financial dimensions of launching new programs, strengthening under-resourced but promising programs and recommending the closing of underperforming programs.
- Collaborate and/or lead the annual process of allocating year-end surpluses to fund financial reserves and other organization discretionary projects.
- Act on behalf of the Administration when the Board of Trustees authorizes matters of investment and asset acquisition or disposal.
- Work with the CEO to evaluate opportunities related to economic trends and revenue opportunities; projecting acquisition and expansion prospects, analyzing organization operations, identifying opportunities of improvement, cost reduction, systems enhancement, and accumulating capital to fund expansion.
- Work alongside the CEO in fundraising initiatives to ensure good decision making in setting policy and receiving gifts.

Processes & Controls

- Provide timely and accurate analysis of budgets, financial reports and trends. Ensure effective expenditure controls and implement corrective actions to keep the organization's overall expenditures within approved budgets.
- Set high standards for assessing the quality of fiscal responsibility, business processes, customer service, internal controls, etc.
- Generate revenue projections and other budget guidelines in conference with the CEO. Monitor and control expenditures, advising the senior leadership of projected discrepancies from the budget.

RESPONSIBILITIES

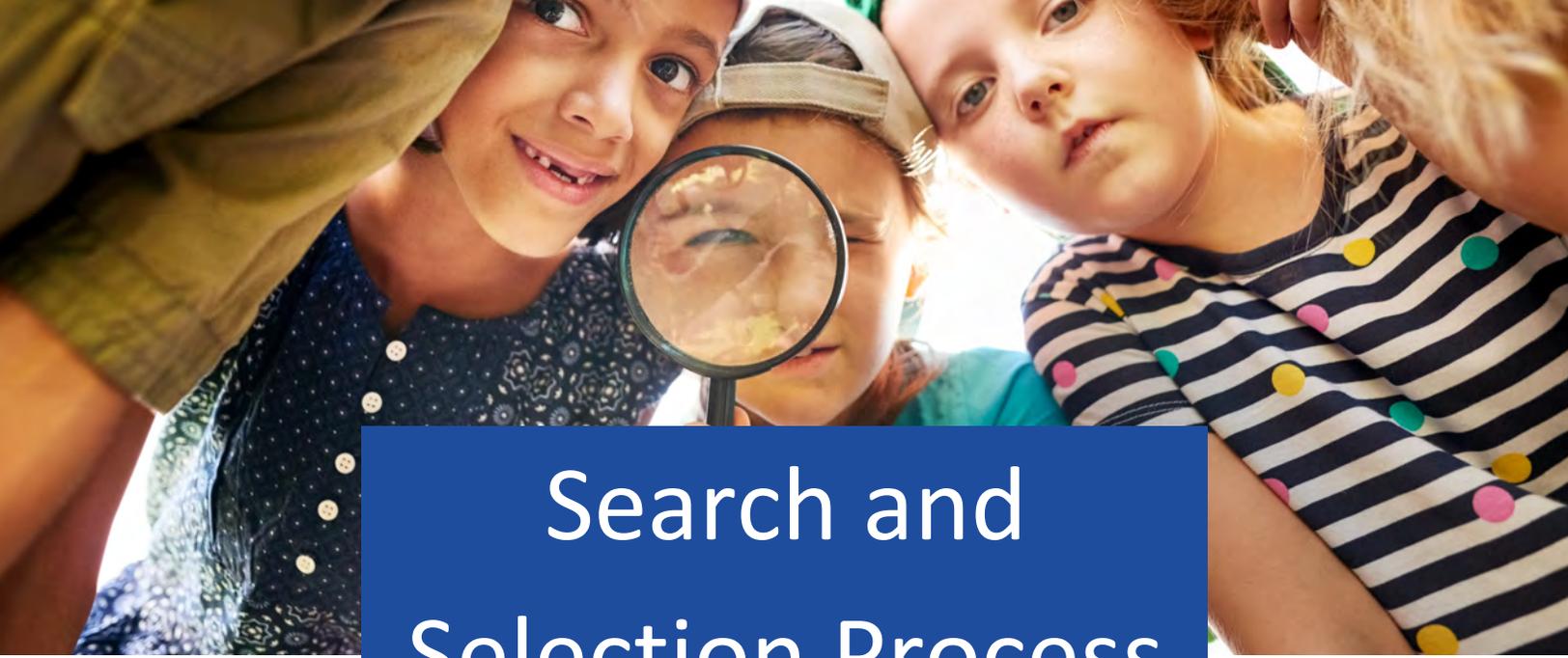
- Establish appropriate business controls to engender a “results and accountability focus” in all decision making.
- Manage all treasury operations of the organization, including cash flow management, cash forecasting, securing and managing credit. Establish and implement credit and collection policies, and risk management activities.
- Develop investment policies, select investment managers, and manage daily cash needs to ensure prompt payment of obligations and maximize the return on investable cash.
- Safeguard organizational assets through the identification, measurement, control and/or funding of risk.
- Coordinate annual financial audit and preparation of organization’s 990 filing and other required registrations.
- Ensure that business plans, crisis management plans, internal controls, policies, and procedures are current.
- Produce timely and accurate financial statements and disclosures in accordance with GAAP. Manage the annual audit process and prepare reports for governmental agencies, regulatory groups, and financial institutions.
- Provide leadership and oversight of the management committee that produces the organization’s 403(b) retirement plan, providing required fiduciary reporting to the Board’s Finance Committee.
- Maintain compliance with all financial regulations and external agencies. Monitor regulations in order to ensure compliance.

Team Building

- Lead and develop a staff of qualified accounting/finance personnel, providing direction and supervision to produce timely and accurate accounting and financial reporting.
- Provide leadership in the building of morale and professional development of direct reports. Give leadership to the organization’s managers on financial strategies, business plans and performance, empowering them to be more effective in their own financial management responsibilities.
- Provide a role model of personal integrity, effective leadership, and excellence consistent with the principles and values embraced by the organization.
- Build an effective, strategically sound, financial function for the organization with a goal of continuous improvement and collaborative engagement.
- Coach the leadership team to ensure provision of timely, effective communication and interpretation of financial management information for all management levels of the organization.

QUALIFICATIONS

- Be a person of integrity and honesty who can well represent the mission of Western Youth Services to internal and external constituents.
- 10-15 years of demonstrated progressive experience in the field of accounting or financial management is required, including experience as CFO, finance officer or relevant role.
- 5-10 years of progressive experience in nonprofit leadership is desired.
- Bachelor's Degree in Accounting, Business or Economics or similar. MBA preferred.
- Public Accounting experience preferred. An individual with a CPA or CMA strongly desired.
- Candidate must have a strong working knowledge of GAAP within the nonprofit sector and demonstrated financial reporting technical skills.
- Understand not-for-profit tax requirements.
- Thorough knowledge of data analysis and forecasting methods.
- Experience in investments, treasury, endowments is desired.
- Have demonstrated leadership capabilities.
- Be a team builder with high EQ and effective interpersonal communication skills.
- Proficient in the use of MS Office, Enterprise Resource Management systems, financial management software, and fund accounting software.
- Experience in healthcare accounting and billing preferred.
- Should be known for a participative and collaborative spirit.
- Proven ability to strategize and solve problems, converting visionary ideas into working financial models.
- Someone who pursues a full understanding of the "why" before making decisions.
- Ability to develop, nurture and sustain effective and collegial channels of communication with staff and other departments.



Search and Selection Process

Western Youth Services Chief Executive Officer is charged with vetting candidates for this position with assistance from Jeff Davis of J. Davis & Associates. JDA will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of resumes. When appropriate, candidates will be asked to provide a thorough vocational history, respond to a questionnaire, and to have a video interview with Jeff Davis. Those holding the most promise will then be interviewed in person by the Interview Committee. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared for the committee. When a preferred candidate is identified, the candidate will participate in a final interview as well as meet the Western Youth Services staff and leadership team.

J. Davis & Associates is an executive search consulting firm devoted to serving clients in a variety of nonprofit and educational sectors. As an Equal Opportunity Employer, Western Youth Services complies with all applicable laws pertaining to nondiscrimination on the basis of race, color, religion, national origin, ethnic group identification, sex, age, or physical or mental disability, in all of its employment practices.

Contact:

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