



ASIAN PACIFIC COMMUNITY COUNSELING EXECUTIVE DIRECTOR



THE ORGANIZATION

The Mission of Asian Pacific Community Counseling (APCC), a community-based, non-profit organization, is to promote and serve the mental health needs of Sacramento County's Asian and Pacific Islander (API) communities through culturally and linguistically appropriate outreach, prevention, education, therapy, counseling, and recovering support services which are developed, organized, and delivered in partnership with clients, families, and community service providers.

Originally organized in 1976 and named "Stepping Stones", APCC, was incorporated in 1977, and formed by concerned members of Sacramento's Asian-American community to address a pressing, underserved need for linguistically and culturally relevant mental health services.

With nearly 35 years of organizational experience, APCC has served the area's diverse API communities, such as Cambodian, Chinese, Filipino, Hmong, Indian, Lu Mien, Japanese, Korean, Laotian, Tongan, and Vietnamese, through a dedicated staff of highly qualified mental health practitioners --- psychiatrists, clinicians, counselors, registered nurses, and outreach specialists --- possessing multi-cultural competency and multi-lingual fluency.

APCC's budget, staff, and clinic have grown and evolved over the years, and its success is directly attributed to the organization staying focused on its original vision of providing high quality culturally and linguistically appropriate mental health services. In turn, APCC is recognized within the community based on this niche and operates on a Fiscal Year 2010/2011 budget of \$2.7 million and workforce of approximately 40 regular and contract positions.

Presently, APCC continues to provide an essential community mental health service identified in 1976. This sustainability successfully reflects the organization's vision and mission-driven strategic planning and service delivery; active leadership of the board of directors; organizational management and community engagement skills of the executive director; innovation,

commitment, and adaptability of staff; and prudent financial management and multi-source revenue streams secured through federal, state, and local government funding sources, corporate and private foundation grants, fundraising, and donations.

APCC is committed to the future in serving the mental health needs of Sacramento County's API communities by having a clear vision of how the organization fits within the mental health field and the community, being able to strategize about improving that position, and building consensus among clients, families, and service providers for future action.

APCC's services include:

Transcultural Wellness Center

The Transcultural Wellness Center (TWC) is the largest program of APCC as measured by range and depth of services and number of clients served. The TWC is an outpatient mental health service program designed to provide a full range of coordinated therapeutic and support services for all ages, including children, transitional age youth, and older adults, with a special emphasis on the 13 Asian and Pacific Islander language and cultural groups with the largest representation in Sacramento County (i.e., Cambodian, Chinese, Fijian, Filipino, Hawaiian, Hmong, Japanese, Korean, Laotian, Mien, Samoan, Tongan, and Vietnamese). The focal population includes adults with serious and persistent mental illness and children and youth with a serious emotional disturbance. This population includes Medi-Cal beneficiaries, as well as persons who neither qualify for Medi-Cal nor have private insurance and, as a result, are uninsured or under-insured.

To assist with access to services, many of the TWC services are provided to clients at their homes, including intake, assessment, and individual and family therapy. Additionally, other TWC services, including educational and wellness programs and group therapy, are provided in the community at schools, churches, community centers, or co-located with other support services; e.g., at employment agencies, social service agencies, and health facilities. Transportation services are available to persons and families who do not have viable means of transportation to participate in appointments related to their service goals that are held outside of the home. These transportation services are available until the person or family is linked to other effective modes of transportation.

VISION

Asian Pacific Community Counseling strives to be the premier agency for serving the mental health and acculturation needs of Asian and Pacific Islanders, to enable a thriving and productive API community.



TWC provides services in partnership with the University of California, Davis, Department of Psychiatry.

Prevention Services for Youths

Funded by Sacramento County Alcohol and Drug Services, APCC provides diversified services to local elementary, middle, and high school youths about the detrimental use of alcohol, drugs, and tobacco. These separate, but related, programs have the overall objective of dually enhancing protective while reducing risk factors related to school performance. Primarily designed to prevent or reduce substance abuse, violence, and other high-risk behaviors, APCC's prevention programs aim also to improve reading, written expression, and math skills; increase school attendance and school bonding, and reduce failure.

These APCC programs are modeled directly after effective evidence-based practices supported by the federal government's Substance Abuse and Mental Health Services Administration (SAMHSA), whose mission is to reduce the impact of substance abuse and mental illness on America's communities. These evidence-based practices have been scientifically tested by SAMHSA and demonstrate that by improving the overall social and behavioral functioning of children and youth, enhancing parental and family competence, and reducing exposure to or participation in substance abuse, they positively affect students' academic performance.

APCC is presently utilizing the following SAMHSA-supported models and practices: (1) life skills training, (2) second step, and (3) strengthening families. These programs received the prestigious "Exemplary" award from the U.S. Department of Education's 2001 Expert Panel on Safe, Disciplined, and Drug-Free Schools.

Access for API Seniors

The Access for API Seniors program targets its services to low income, monolingual or limited English-speaking Korean elders (60 years of age and older) who may have undiagnosed, or are at risk of, mental health problems. The program's objectives are to help these clients improve their quality and satisfaction of life and maintain an independent lifestyle, in order to prevent or alleviate

mental illnesses, particularly depression and anxiety, which are prevalent among older adults.

Fee For Service

APCC offers a variety of fee-based parenting classes for parents of infants through teens. While many classes are designed to meet the needs of parents or guardians who have been required by the court to participate that is not a prerequisite to attend a parenting class. Some classes meet parent education guidelines developed by the County of Sacramento's Child Protective Services Program and the State of California's Family Court; a certificate is awarded upon completion of each class.

THE SACRAMENTO AREA

Sacramento – California's capital city is located halfway between the Pacific Ocean (San Francisco) to the west, and the Sierra Nevada Mountains (Lake Tahoe) to the east. Sacramento County has a population of 1.4 million, and according to the U.S. Census Bureau is the 10th fastest growing county in the United States. With a population of approximately 470,000, Sacramento is the 7th largest city in California.

Sacramento offers some of the lowest housing prices of major cities in the state. Many new residents have relocated from the San Francisco Bay Area and Southern California to take advantage of Sacramento's employment opportunities, moderate housing prices, reasonable cost of living, and competitive salaries. Sacramento is proud of its cultural diversity and was noted by *Time Magazine* to be the most integrated city in the country. As of the 2000 census, Sacramento's Asian population was a little over 18%.

The Sacramento region offers many recreational, cultural and educational opportunities including California State University – Sacramento; University of California at Davis; Sacramento City College; McGeorge School of Law and several other community and four-year college programs.





THE POSITION

Appointed by and reporting to the Board of Directors, the Executive Director is responsible for a staff of approximately 40. Duties and responsibilities will include recruiting and mentoring staff; managing consultants; contract and facilities management; monitoring programs and grant management; strategic planning; development of policies and procedures, and fundraising.

THE IDEAL CANDIDATE

Infused with the energy, passion and experience to sustain and move the organization forward, the ideal candidate will have their finger on the pulse of the agency and the multi-faceted Asian and Pacific Islander community. The ability to effectively partner and build relationships with public officials, local healthcare professionals, educators, and business leaders will provide a platform for ensuring APCC's success and assist in the entrepreneurial efforts necessary to continue the organization's sustainability. A seasoned health/human services professional who possesses exceptional management skills and a thorough knowledge of the delivery of programs and services will find this position rewarding.

Experience and Education

(1) Substantial relevant experience, including 5–7 years of supervisory or management experience in human services delivery is expected. **AND** (2) A Master's degree, or higher, in a field related to either health and human services or organizational management. **NOTE:** Two additional years of supervisory or management experience beyond the aforementioned 5–7 years' experience may be substituted for the Master's degree.

Personal Attributes

In addition to the foregoing requirements, board members have identified the following additional abilities and skills that the ideal candidate will possess:

- Exceptional communicator
- Ability to multi-task and delegate effectively
- Experienced with public funding streams

- Understanding of the public sector – behavioral healthcare, child healthcare, etc.
- Transparent with the ability to quickly build trust and establish credibility
- Entrepreneurial
- Understanding of and ability to work effectively with Board of Directors
- Innovative and creative

COMPENSATION

Compensation and benefits will be competitive and negotiable depending on qualifications.

APPLICATION AND SELECTION PROCEDURE

To be considered for this challenging and rewarding career opportunity, please submit your resume, list of six work-related references and current salary by **Monday, June 27, 2011**. Resume should reflect years **and** months of positions held, as well as size of staff and budgets you have managed. Forward your materials to:



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CPS Executive Search
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Following the final filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant background will be invited to participate in a preliminary screening interview with the consultant in late June. The board will then select semi-finalists to participate in on site interviews in mid-July. An appointment is expected in late July following extensive reference/background checks to be coordinated with the candidates.

