

BARBARA K. WEBBER

Senior/Executive Management

Nonprofit ° Advocacy ° Public Policy

PROFILE Senior management/administrative skills combined with a lifetime of advocacy. Collaborative leadership and strategic community partnerships with broad base of stakeholders. Ability to quickly master changing internal and external environments and complex issues. Acknowledged capability to build community consensus and drive solutions that meet short, intermediate and long term challenges. State and national recognition for program innovation from a long range perspective and for industry competency building. Career history of consistently meeting/exceeding program and budget goals. Research focused. International experience in Latin America and Africa. Extensive cross cultural experience.

Core Competencies:

- ✓ Strategic plan development and metric, goal setting leadership
- ✓ Key staff mentoring and crossover team building
- ✓ Vision to engage stakeholders
- ✓ Innovative program and project leadership
- ✓ Ability to communicate at grassroots and policy levels. Excellent writing skills.
- ✓ Strong grant and report writing skills

RELEVANT PROFESSIONAL EXPERIENCE

- 30 years nonprofit executive director experience.
- 18 years of regional, state and national leadership positions in both mandatory and voluntary professional membership trade organizations - largest with 1300 members representing approximately 21,000 paid staff and 60,000 volunteer staff. 4 years on a national membership organization's annual conference professional training and presentation selection committee. 2 years national conference co-chair.
- Closely allied with government as well as legal and judicial professions to incorporate legislative, legal and judicial changes at local, state and national levels to better serve sexual assault and abuse victims including children.
- Recognized objective leadership in committee/partnership/tasks forces with ability to focus groups with divergent opinions on building consensus to complete common goals and assigned tasks in efficient and effective meetings.
- Innovative strategist of governmental and public/community initiatives that won legislative support, positive media recognition and favorable public awareness of complex and sometimes controversial issues.
- Strong staff development and retention experience with emphasis on team work, strategic planning and mentoring of key leaders and managers.
- Extensive public speaking background - prepared and extemporaneous - including lectures in university settings.
- 32 years experience in managing multiple projects simultaneously, including ability to work well under pressure, meet tight deadlines and utilize well-honed problem solving skills to ensure projects meet stated goals and objectives with measurable outcomes.

CAREER HIGHLIGHTS

Health Action New Mexico – Executive Director

Bernalillo, NM Aug 2009 - present

New Mexico Health Policy Commission – Management Analyst

Santa Fe, NM Feb – Aug 2009

Sun Health – Interim Practice Administrator, Manager of SH Obstetrics & Gynecology Service Line,

Hospice Community Relations Manager

Sun City West, AZ 2004-2008

Managed a Northwest Valley hospital owned 8000+ patient based OB/GYN practice (50% Medicare, 40% OB, 60% GYN, 25% AHCCCS) during significant transition: practice split of 60% of physicians to private practice and on-boarding of new providers.

- Stabilized support staff of 25 from 100% annual turnover to 20% annual turnover in 8 months.
- Instituted rapid process improvement processes while overseeing training of staff to re-engineer work flow and work processes for greater efficiency and best practices patient care.
- Managed outreach for the third oldest hospice in the Phoenix Valley. Mid-sized, hospital-linked hospice with a 160-day census, two inpatient units, 130 staff and 1200 patients and families served annually.
- Increased census 72% and average length of stay 123% after long program history of flat census.
- Proposed and implemented innovative Transitions non-medical support program for in-home coordinated care of chronically seriously ill to improve care and reduce unnecessary care in the acute care setting.

Elizabeth Blackwell Health Center - Executive Director

Philadelphia, PA 1993 - 1996

Administered one of the country's pioneering women's wellness-based, non-profit healthcare programs serving a large metropolitan area. Managed pivotal organizational expansion from gynecological and obstetric services to include primary care, geriatric care and managed care. Tripled patient visits in two years.

- Negotiated strategic alliance with teaching hospitals for shared practitioners, backup services, corporate vendor contracts and research projects.
- Developed niche programming of gynecological care to 60% of mentally challenged women in Philadelphia, including 95% of profoundly developmentally disabled female population.. Coordinated regulatory changes to assure better health care for recently de-institutionalized, cognitively impaired women.
- Lead agency in court challenge to protect abortions rights of women on Medicaid (*Elizabeth Blackwell vs Knoll*).

A Woman's Place - Executive Director

Doylestown, PA 1989 - 1993

Administered a suburban, countywide, multi-site, non-profit membership agency serving victims of domestic violence and their children. 3500 clients were served annually in the multifaceted program, including shelter facility, counseling, legal assistance, 24-hour hotline and children's program.

- Moved agency in two years from weak financial position projecting 20% deficit to a fund balance reserve equal to one third of annual budget. Doubled budget in three-year period despite adverse funding climate.
- Created non crisis counseling program. Jointly administered legal assistance program with Legal Aid.
- Created marketing strategies that moved agency from a low profile to a high profile community organization.
- Proposed, wrote business plan, secured start-up funding and created a highly successful business as both an additional funding stream and transitional employment for battered women.

Santa Barbara Rape Crisis Center - Executive Director

Santa Barbara, CA 1981 - 1989

Administered women's services non-profit, large volunteer agency for Santa Barbara South County

- Successfully expanded and diversified funding base from 95% public funding to 65% non-public funds.
- Provided leadership to the agency during periods of significant growth and organizational transition. Reduced high staff turnover to 2nd longest staff retention rate in CA among 92 sexual crisis programs.
- Managed, planned and coordinated innovative program development for which SBRCC was recognized at state and national levels in both clinical and educational programming.
- Member of CA State appointed committee to develop state protocols for reporting sexual assault in institutional settings. Presented protocol statewide including to nursing homes, group homes and residential treatment programs.

EDUCATION

- **Master of Science: Gerontology/ Health Services Administration.** St Joseph's University, Philadelphia, PA. (2003).
 - ✓ **Areas of independent research focus: public health policy, outcomes research, evidence based medicine, Medicare payment policy, innovative chronic disease management, assisted living regulation, . Thesis research: end of life care. Two 3 month administrator-in-training internships in a 186 bed SNF and a Sunrise Assisted Living facility.**
- Bachelor of Arts: Political Science – Latin America Area Studies, St. Mary's College, Notre Dame, IN.

COMMUNITY EXPERIENCE (Partial)

- NM Advisory Committees: Office of Superintendent, BeWell Health Insurance Exchange, Health CareWorkforce Committee, (2007 – present)
- Northwest Valley Chamber of Commerce, Sun City West, AZ (membership committee including healthcare benefits study for small business) 2004 – 2006.
- Organizing committee of Arizona's Women's Power Conference held in new Cardinal stadium. 2005 – 2006.
- Abington Friends School clerk (school liaison to PA State Bar for Mock Trial Program, to PA Best Buddies Program and Model UN Conference program at University of Pennsylvania, search committee for new headmaster, capital fund committee to build new library) 1997 – 2003.
- Board of Directors, Finance Committee, Women's Way fundraising coalition, Philadelphia, PA. 1993 – 1995.
- Board of Directors, State Planning Committee Chair, PA Coalition against Domestic Violence. 1990 – 1993.
- Founding board member of innovative community/university coalition of crisis services offering one 24-hour access number for all social and crisis services in County, listed right below 911 in phone book.
- Founded birth attendant service for non-English speaking, undocumented and teenage women. 1983 – 1986.
- Board of Directors, Women's Community Building, Santa Barbara, CA. 1986 – 1989.
- Co-Chair of Planning Committee of the 1988 National Conference for NCASA (the National Coalition Against Sexual Assault) held in Los Angeles. 750 participants from 47 states. 1987 – 1988.

LANGUAGES with fluency: Portuguese, Spanish, French