

From: [Jenifer Johnson](#)
To: [Jenifer Johnson](#)
Subject: Richard Edwards Advisory Committee AHAC, Nursing, Planning D2, Planning At Large
Date: Monday, January 20, 2025 7:10:59 PM

Name: Richard Edwards

Home Address: 250 Bellemont Rd, Pittsboro, NC, 27312, USA

Mailing Address: 250 Bellemont Rd, Pittsboro, NC, 27312, USA

Home Phone: 919-880-2658

Cell Phone:

Email Address: edwardsbrooksre@gmail.com

What District do you reside in? District 2

Are you currently serving on a board or committee in Chatham County? No

If yes, which ones?

Please select up to THREE boards or committees on which you are willing to serve:

Affordable_Housing_for_At-
Large,Community_Advisory_Committee_fo,Planning_Board_for_District_2_M,Planning_Bo
ard_for_At-Large_Mem

Why do you wish to serve in this capacity? I am a long time resident of Pittsboro and Chatham County and have volunteered in several capacities over the years. I have rotated off my local board assignments and would like to get more involved again.

Education/Experience: MS Rehabilitation Counseling, UNC-CH BA English, UNC-CH

Name of Employer: Community Based Care

Address of Employer:

Position: VP Government Relations

Work Phone: 919-880-2658

Civic Involvement: None, although I was a previous Board Member for the Chatham County Dept of Social Services and the Orange-Person-Chatham LME.

Gender: Male

Ethnic Origin/Race: White_non-Hispanic

Year of Birth: 1969

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Richard Edwards

Richard Edwards

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Experienced, results-driven human services leader dedicated to improving quality of life for people with disabilities through visionary, efficient, and effective operational and strategic leadership. Extensive experience in the following.

- Mission, Vision, Values – deeply involved in visioning for programs around meaningful strategic planning and visioning for the organization, in a way that connects front line employees to the operational strategy of the organization
- Operations Management -- experienced in optimizing organizational structures for efficiency and role clarity, along with setting supportive accountability systems to ensure execution of goals and meeting targets on time leading to industry-leading recapitalization
- P&L and Revenue Cycle Management – ensured consistent adherence year over year to budget and plans and overall topline growth for I/DD programs in NC; also improved first pass yield on revenue from 82% to 97% in less than six months through intensive value stream mapping, kaizen events, and other process improvement initiatives
- Fundraising & Grant Writing – have successfully written and overseen implementation of foundation, state, and federal grant funding opportunities while at Easter Seals UCP
- Healthcare Compliance -- set up new structures in multiple agencies to ensure compliance and quality assurances, building effective, collaborative quality management structures that work seamlessly with program operations and other support teams
- System Advocacy & Government Relations – long-time advocate in the system, supporting system improvement, place-based initiatives, and strategic planning in multiple service sectors
- Mergers & Acquisitions -- facilitated over 15 asset and stock purchase acquisitions; supporting due diligence and successful integration

Experience

Community Based Care, LLC

January 2017 - PRESENT

Private multistate provider of long-term services and supports backed by private equity and focused on organic growth and acquisitive multistate strategy. Have supported multiple areas of responsibility, including:

- Government Relations (VP) – engage with regulatory and legislative partners at the state and national level to coordinate advocacy and strategic quality direction. Participate in state and national associations as an active member, and evaluate and disseminate relevant legislative and regulatory communications.
- Quality Systems (VP) – standardization and process improvement to enable seamless interfacing with external partners and oversight agencies; supporting value-based and performance-based contracting. Engaging partnerships in physical health; data benchmarking; computer based learning; and service line consultation and expertise.
- Program Operations (VP) – NC, Virginia, Florida – oversaw program operations serving individuals with intellectual and/or developmental disabilities through multiple service lines in multiple states. Provided leadership for multiple successful acquisitions; technology installations; process implementation (EVB, COVID response, etc.); and

standardization of roles, policies, and procedures across multiple companies and regions.

- Program Development – oversaw supportive functions and redesign of quality improvement and staff development structures; process improvement and acquisition integration; environmental health & safety; marketing and communication; and information technology.

Benchmarks NC

February 2016 -- December 2016

Worked with private provider association group to establish award-winning place-based community development initiative in rural NC county in partnership with local education, county government, law enforcement, and behavioral health leadership, focused on social determinants of health.

- Director, Partnership for Community Prosperity

Easter Seals UCP North Carolina & Virginia, Inc.

May 2004 - January 2016

Two-state non-profit provider of services to persons with a wide range of disabilities, including I/DD and MH issues. Served in a variety of roles, including:

- Program Operations (VP) – oversaw all I/DD and MH programs in the western half of NC and parts of Virginia; led clinical team including Medical Director, Clinical Director, and service line directors to ensure CABHA certification; and ensure fidelity of service operations across programs.
- QM & Staff Development (Sr. Director) – led QM team through multiple accreditations and implementation of computer-based learning systems and oversaw quality management activities for community-based mental health services.
- Program Operations (Regional Director) – responsible for community based mental health services within the designated region at time the organization was merged into Easter Seals UCP.

The Council on Quality & Leadership

November 2008 - January 2014

International thought leadership organization supporting persons with disabilities through national accreditation, training, and consultative services.

- Accreditation Reviewer – co-facilitated multiple accreditation reviews across the country using Personal Outcome Measures as a basis for evaluation and program development.
- Faculty Trainer for Certified Quality Analyst certification – co-facilitated standardized training on quality management through CQL to private and state agency personnel.

Family & Youth, Inc.

2001 - 2004

Community based mental health provider in NC supporting youth and adults with mental illness and behavioral health concerns. (In May of 2004, Family & Youth, Inc. was merged into Easter Seals UCP North Carolina.)

- Operations (VP) – responsible for community based mental health services within the designated region.
- Quality Improvement (VP) – responsible for compliance, quality assurance, risk management and quality improvement for community

based mental health organization.

Three Springs of NC

1995-1997, 1998 - 2001

Multistate residential treatment provider serving children and adolescents with behavioral health issues. Operated two year-round outdoor treatment programs serving residents 6-12 months on average. Positions included:

- Program Administrator – responsible for all facets of program leadership and development, including budget and financials, program operations and quality of care, facility and environmental health and safety.
- Director of Family Services – led a team of case managers and clinical staff supporting resident children and adolescents and families involved. Returned to Three Springs after spending a year working at Care Focus (below). Previously served as Family Support Worker for two years.

CareFocus, Inc.

1997-1998

Home health care company serving adults living with HIV/AIDS through Medicaid and Ryan White Care Act.

- HIV Case Manager – provided comprehensive case management services to adults living with HIV/AIDS in Durham County.

Education

University of North Carolina at Chapel Hill

M.S. Rehabilitation Counseling -- 1995

University of North Carolina at Chapel Hill

B.A. English -- 1991

Boards & Activities

American Network of Community Options and Resources (ANCOR) Board of Representatives

Florida Association of Rehabilitation Facilities

Virginia Network of Private Providers

North Carolina Coalition Chair

NC DD Consortium Chair

Chatham County Department of Social Services Board of Directors: Member, Chair

Community Church of Chapel Hill Board of Trustees

Benchmarks NC Board of Trustees, Member

Orange-Person-Chatham Local Management Entity Board of Directors: Member, Chair