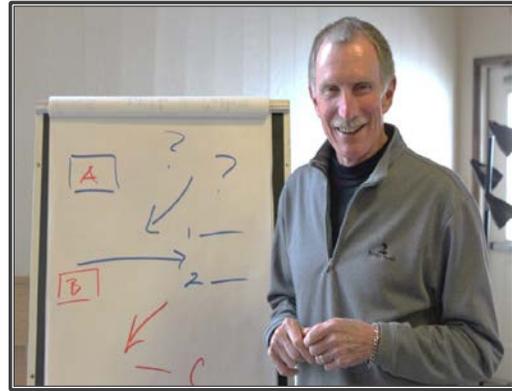


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Rick has consulted widely with not-for-profit organizations for more than 30 years. He served as President/CEO of MHS for 20 years before stepping aside spring 2018. Rick has an extensive background in executive leadership, teaching, and consulting work in the nonprofit sector. He is a frequent speaker at state, regional, and national meetings. He has done and continues to do consulting work across the U.S. and internationally.

Rick's current consulting work focuses on executive development, strategic positioning and planning, affiliation development, values integration, and not-for-profit board education and development. Among many projects, he is currently engaged in an 18-month leadership formation project with health sector in Ethiopia. Rick has worked ecumenically with organizations from many different faith traditions.

Rick is still active with LeadingAge—a national nonprofit association in the senior services sector. He was a co-founder of the Inter-faith Roundtable—a national consortium of faith-based associations that serve health and human service organizations. He was instrumental in the development of an international federation of Anabaptist health and human service organizations. Rick has served on numerous boards and on most in leadership capacities.

Rick's areas of expertise include:

- Assisting organizations in exploring collaboration and affiliation, including consideration of operational streamlining possibilities and stakeholder perspectives. He gives special attention to cultural and mission alignment.
- Advising boards and executives on effective governance and organizational structures, especially for multi-site systems
- Strategic anticipation and positioning
- Articulating values and integrating them into corporate culture
- Executive mentoring and transitions

Rick's prior experience includes Chief of Operations and Executive VP with Greencroft Retirement Communities where he developed a consulting division and served as a turn-around executive for a managed retirement community. He also served in a senior leadership role with the mission agency of Mennonite Church USA.

Rick is the co-author of *Setting the Agenda: Meditations for the Organization's Soul* and has written other pieces on various topics of non-profit governance.