Matthew Madaus

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Career Summary

I am a Licensed Clinical Social Worker with over 35 years of experience in the behavioral health field. I have advanced knowledge of the industry standard of care, expertise with a wide range of services, and strong clinical, operational, and leadership acumen.

Professional Experience

Behavioral Health Collaborative of Alameda County, *Oakland, CA*

$275M+ Behavioral Health Services Association

Executive Director Emeritus **2026 - Present**

Provide strategic and policy consultation to the Executive Committee in an honorary, non-governing role that recognizes distinguished service and ongoing affiliation with the Collaborative.

Executive Director **2020 – 2025**

Provide leadership and advocacy for member agencies who provide mental health, substance use treatment, and housing services to over 175,000 children and adults. Lead initiatives and coordinate with governmental agencies. Assist member agencies in elevating service quality.

- **Strengthened Leadership Capacity**: Led consultation groups in clinical services, quality improvement, HR, finance, IT, medical services, forensic services, child welfare, addiction treatment, housing, and school-based services. Established a Bay Area provider association executive group.
- **Expanded Membership and Impact**: Doubled membership and rebranded association. Advocated with county and state government leaders to increase funding, promote service outcomes, improve contracting, and reduce administrative burdens.
- **Strengthened Brand and External Impact:** Appointed to county and state task forces and advisory committees, including the Interagency Coordinating Council, Justice-Involved MH Task Force, Care Court Advisory Committee, and Budget Stakeholder Advisory Committee.

Madaus Consulting, LLC, ***Vallejo, California*** **2015 - Present**

Principal

Provide expert opinions to plaintiff and defense attorneys regarding behavioral health conditions and the standard of care. Offer business and clinical consulting to behavioral health organizations, schools, and government systems in the U.S., Canada, and Australia. Author of the book *No Crash Landings: Upholding the Standard of Care in Behavioral Health Services from Childhood through Young Adulthood*, published by Oxford University Press (2025).

Give Me Five, ***Los Altos, California*** **2019 - Present**

$100M Global Clinical Software Company

Clinical Advisor, Chief Executive Officer

Co-founded a clinical software company to disseminate a mental health screening application. Led product design, implementation, and funding efforts. Provide ongoing clinical guidance to indigenous schools in Canada and to the University of California, Berkeley.

CTARS, Inc., ***Sydney, Australia*** **2018 - 2019**

$24M Global Clinical Software Company

National Chief Clinical Officer

Provide leadership with United States product efficacy and industry compliance of Electronic Health Record standards. Develop channel partners, engage customers, and expand brand recognition.

Unity Care Group, Inc., ***San Jose, California*** **2017 - 2018**

$18M Behavioral Health Services Provider

Chief Operating Officer

Provided clinical and operational leadership of residential treatment, transitional housing, and community-based programs. Managed over 200 staff to support high-risk clients in Northern CA.

- **Elevated Capabilities and Improved Financial Strength**: Facilitated agency acquisition in San Mateo and San Francisco counties, converted Group Homes to Short Term Residential Therapeutic Programs, expanded transitional housing capacity by over 60 beds, coordinated five new offices. Increased revenues from $13M to $18M.

- **Expanded Impact through Innovation**: Established and secured funding for crisis residential model. Implemented LGBTQ foster youth family reunification model, Independent Living Program in El Dorado County, Differential Response program in San Mateo County, and a Substance Use Treatment program for parents in Santa Clara County.

Edgewood Center for Children and Families, ***San Francisco, CA*** **2010 - 2015**

$30M Behavioral Health Services Provider

Chief Executive Officer

Reported to Board of Directors, managed over 500 staff to impact youth, adults, and families in San Francisco and San Mateo counties, through a full continuum of behavioral health services, including crisis stabilization, residential treatment, supportive housing, community-based services, kinship foster care, and prevention programs. Coordinated with Auxiliary for fundraising.

- **Elevated Capabilities and Reputation**: Developed new mission, strategy, and brand, establishing Edgewood as a premier provider and industry thought leader. Partnered with agencies to expand services and improve outcomes. Presented to legislature, state and national conferences, interviewed by print and broadcast media on industry issues.

- **Expanded Impact through Innovation**: Increased clients from 2,500 to over 7,000. Established Crisis Residential, Partial Hospitalization, Crisis Stabilization Unit, Child Protection Center, Early Childhood MH, web-based Mentor program, and FQHC partnerships. Led statewide pilot project to reform Residentially Based Services, increasing permanency outcomes.

- **Improved Financial Strength**: Grew revenues by over 50%, doubled clients served to over 7,000. Increased private health insurance funding from 2% to over 15%, secured pro bono services, and obtained federal funding for research. Grew Major Gifts by 250%, grants by 70%. Attained partnerships with Golden State Warriors, Nature's Bakery, Levi's, Adobe, and Google.

- **Created Culture of Excellence**: Created the Edgewood Institute as thought leader of research, training, and quality improvement. Established dashboard of key performance indicators, centralized intake system, and agency-wide outcome measure. Attained first Joint Commission accreditation.

Victor Community Support Services, Inc., ***Marysville, California*** **2003 - 2010**

$60M Behavioral Health Services Provider

Executive Director

Provided leadership of three county region over behavioral health services, finances, human resources, risk management, community relations, and quality assurance. Collaborated with public and private agencies to provide services in schools, jail, clinics, and family homes.

- **Grew Revenues and Families Served**: Expanded revenues from $1.4M to $6M; opened $2M Nevada County Region. Expanded clients served from 400 to over 1,500.

- **Expanded Service Array**: Developed school-based service model, juvenile sex offender treatment, psychological testing, juvenile diversion, integrated behavioral health into primary care.

- **Provided Thought Leadership**: Appointed to the CA MH Services Oversight and Accountability Commission's committee on Workforce, Education, and Training. Chaired state-wide Training Work Group. Selected as Field Supervisor of 2006 by California State University.

Chamberlain's Children Center, Inc., ***Hollister, CA*** **1999 - 2003**

$3M Behavioral Health Services Provider

Director, Residential Treatment and Non-Public School

Provided leadership of residential treatment services, special education school, and community-based behavioral health services.

- **Strengthened Agency Programs and Reputation**: Expanded program from $2.1M, 55 staff, RCL 11, and 30 clients to $2.8M, 75 staff, RCL 12, and 100 clients served per year. Attained accreditation with *California Alliance of Child and Family Services*. Created a central treatment center campus. Expanded services to community clients in multiple counties.

The Home for Little Wanderers, Inc., *Boston, MA* **1995 - 1999**

$60M Behavioral Health Services Provider

Community Mental Health Director, Clinical Director, Program Director

Program and senior director positions of increasing responsibility, culminating in responsibility for $8M and 175 staff: Director of Therapeutic After School Program, Director of Residential Clinical Services, Clinical Director, Director of Community Mental Health.

- **Elevated Clinical Impact:** Provided leadership to residential treatment centers, special education schools, group homes, refugee resettlement, crisis intervention, family reunification services, foster care, adoption, outpatient mental health, student intern, and medical services.

- **Expanded the Agency's Continuum of Services**: Developed Therapeutic After-School Program, Placement Stabilization Team, Family Reunification Program, and Multi-Systemic Treatment. Managed the merger with *Boston Children's Services,* facilitated the due diligence process when the agency purchased *Charter Health Systems*, through comprehensive clinical program reviews.

- **Strengthened Agency Capacity:** Chaired the Technology Applications Committee, which developed and copyrighted a treatment planning system. Facilitated C.O.A. accreditation and agency strategic plan, improved the agency's credit rating with *Standard and Poors*.

Family Continuity, Inc., *Beverly, MA* **1993 - 1995**

$20M Social Services Provider

Director, Supporting and Assisting Independent Living (S.A.I.L.)

Provided leadership of a group home for disabled and high-needs adults and youth, as the exclusive contract agency for Northeast Massachusetts Department of Social Services.

- **Provided Leadership**: Expanded the program staff and clients. Increased funding rate to eliminate deficit budget and expand services. Provided state-wide leadership as a member of Massachusetts' *Transition to Independent Living Provider Network.* Provided leadership and consultation to regional group homes and residential treatment providers.

Related Experience

- **Board of Directors**, *CA Alliance of Child and Family Services*, Sacramento, CA, 2012 to 2015
- **Faculty**, Master and Bachelor programs, *University of Phoenix*, Sacramento, CA, 2004 to 2010
- **Therapist Intern**, *Social Advocates for Youth*, San Diego, CA, 1993
- **Clinical Intern,** *San Luis Rey Hospital*, Encinitas, CA, 1992
- **Mental Health Worker**, *San Luis Rey Hospital*, Encinitas, CA, 1990 to 1993
- **House Supervisor**, *Maher Hall*, Newport, RI, 1990
- **Crisis Counselor**, *North American Family Institute*, Arlington, MA, 1990
- **Teacher**, *Bilingual School*, Roatan, Honduras, Central America, 1989 to 1990
- **Counselor, CETA Coordinator,** *Health and Education Services*, Rowley, MA, 1998 to 1989
- **Counselor**, *North American Family Institute*, Hathorne, MA, 1987 to 1988

Education

- **Family Institute of Cambridge,** *Watertown, MA* **1998 - 1999**

  Post-Graduate Certificate, Intensive Program in Family Systems Therapy
- **San Diego State University,** *San Diego, CA* **1991 – 1993**

  Master of Social Work, Dual Focus: Clinical and Mental Health
- **Trinity College,** *Hartford, CT* **1985 - 1989**

  Bachelor of Arts, Double Major: Philosophy and English

Licensure

- **Licensed Clinical Social Worker (LCSW)**, California, License #23143 (Active)
- **Licensed Independent Clinical Social Worker** (LICSW), Massachusetts (Inactive)

Professional Teaching and Training

- **Title IV-E Clinical Training,** Various California Counties **2016 – 2023**

Developed and delivered structured training under federally funded Title IV-E clinical and child welfare workforce initiatives. Included defined curricula, learning objectives, and participant evaluation processes. Delivered to clinicians on trauma-informed care, supervision, and clinical decision-making.

- **Continuing Education and Professional Workshops, California** **2016 – Present**

Develop and deliver continuing education workshops for behavioral health professionals. Topics include trauma-informed care, clinical engagement, operational practices, and service delivery models. Training included defined learning objectives designed to improve clinical practice and adherence to standard of care.

- **Leadership Development Series, California** **2024 – Present**

Designed and delivered multi-session leadership training series based on *No Crash Landings.* Curriculum focused on supervision, organizational standards of care, risk management, and service quality. Delivered to executive leaders, program directors, and clinical supervisors across non-profit agencies. Included structured modules, case-based learning, and applied implementation strategies

- **Faculty, University of Phoenix, Sacramento, CA** **2004 – 2010**

Faculty member in Master's and Bachelor's programs, providing formal instruction to students in behavioral health-related fields.

- **Invited Teaching and Training Engagements**

- *The Changing Landscape of Behavioral Health,* Keynote Speaker, Behavioral Health Summit, Eden Health District, 2024
- *Payment Reform,* Policy Conference, California Behavioral Health Association, 2024
- *Voices from the Field: Provider Reflections on Payment Reform,* Whole System Care Conference, California Behavioral Health Association, 2024
- *Joy and Connection after Traumatic Stress*, Breaking Barriers: Resilience, Mental Health, and Hope Conference, Mental Health Association of Alameda County, 2022
- *Triangulated Data and Well-being Screening***,** Student Mental Wellness Conference, California Department of Education, Wellness Together, 2020
- *Complex Trauma Treatment,* Casa Pacifica Centers for Children and Families Conference, 2017
- *Complex Trauma Treatment Models,* Seneca Family of Agencies Conference, 2016
- *Crisis Service Models Panel*, CA Alliance of Child and Family Services Conference, 2015
- *Behavioral Health Care Integration*, Policy Conference, California Behavioral Health Association, 2014

- *Residential Treatment in an ACA World*, Annual Conference, Association of Children's Residential and Community Services, 2014
- *Family Treatment*, Regional Conference, Victor Community Support Services, 2009
- *Celebrate Family*, Jeffery Smith Clinical Conference, Victor Family of Agencies, 2008
- *Aggression Replacement Training*, Rose Jenkins Conference, California Institute of Mental Health, 2006
- *Pyramids of Need*, Family Support Counselors Conference, Victor Community Support Services, 2004