

Centra Wellness Network RFP for Executive Search Firm – Q & A
March 31, 2026

1. We understand the prior leader has served CWN in multiple capacities over a long tenure (30+ years). How is the Board thinking about continuity versus new strategic direction in this next hire? **The Board supports continuity yet understands changes in direction and shifts are inevitable.**

2. Please share additional context regarding the transition of the current Executive Director, including timing and rationale for the leadership change? Has this been a recent event? Has there been a succession planning process to get to this point? **While this is a recent event due to announcement of retirement, the Board and Agency do have a succession plan process.**

3. We find that with longevity, the market rate of compensation might need to be calibrated. When was the last time executive-level compensation was benchmarked? What is the expected hiring salary range for the next ED? Does the board have a recently reviewed compensation philosophy? **Centra Wellness Network is currently involved in a Compensation Study and Fair Market Analysis and a study was also completed per policy with the last 5 years.**

4. What is the board thinking about the scope/geography of the search relative to potential relocation support? **We are looking for someone in the Great Lakes Region with knowledge of the Michigan Mental Health System.**

5. Has a Search Committee been established? If so, what is their experience with other nonprofit executive searches? **The Full Board will be considering all applicants to the RFP.**