



# Phil Stucky

Executive Director



## Professional Summary

Versatile Executive Director focused on promoting mission and increasing effectiveness of key programs. Passionate about managing and overseeing implementation of company's daily operations. Quick and firm decision-maker possessing first-rate communication and organizational skills. Recognized for successfully collaborating with management to develop work plans, financials and strategies.



## Work History

2017-09 -  
Current

### Executive Director

THRIVE, Austin, IN

- Fostered work culture of collaboration and inclusion to increase morale and reduce turnover.
- Worked closely with organizational leadership and board of directors to guide operational strategy.
- Drove strategic improvements to enhance operational and organizational efficiencies.
- Exercised appropriate cost control to meet budget restrictions and maximize profitability.
- Aligned department vision, goals, and objectives with company strategy to achieve consistently high results.
- Defined company roles and responsibilities to establish and enhance processes.
- Monitored compliance with laws and regulations to protect organization from legal liabilities and penalties.
- Represented organization to local public by giving presentations and speeches and participating in community events.



## Contact

### Address

New Albany, IN 47150

### Phone

5024030141

### E-mail

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## Skills

Report compilation



Very Good

Performance feedback



Very Good

Policy and procedure  
adherence



Very Good

Budgeting



Very Good

Strategic planning



Very Good

Operations management



Very Good

Business planning



Very Good

Social media



Very Good

Negotiation



Very Good

- Advocated for organization and company mission to raise awareness and support.
- Built and maintained strong company teams by hiring and training qualified staff to create positive and productive work environments.
- Set organizational goals and objectives to guide and direct company focus and achieve mission fulfillment.
- Conducted top-tier media interviews, highlighting key messages of major developments and enhancing company reputation.
- Built relationships with donors, government officials and other organizations to secure funding and support for organization.
- Developed and implemented organizational strategies to achieve set goals and objectives and secured long-term success.
- Created promotional materials and provided insightful information to social media, websites and print media to educate public.
- Led recruitment and development of strategic alliances to maximize utilization of existing talent and capabilities.
- Developed innovative sales and marketing strategies to facilitate business expansion.
- Cultivated company-wide culture of innovation and collaboration.
- Communicated business performance, forecasts and strategies to investors and shareholders.
- Represented organization at industry conferences and events.
- Directed technological improvements, reducing waste and business bottlenecks.
- Maintained P&L and shouldered corporate fiscal responsibility.
- Oversaw business-wide changes to modernize procedures and organization.
- Established and maintained strong relationships with customers, vendors and strategic partners.

Business Management



Very Good

Consulting



Very Good

Project Management



Very Good

Fundraising



Very Good

Business administration



Very Good

Program leadership



Very Good

Business Development



Very Good

- Onboarded new employees with training and new hire documentation.
- Maintained professional, organized, and safe environment for recoveree's.
- Maximized performance by monitoring daily activities and mentoring team members for MAT (Medically Assisted Treatment).
- Developed and maintained relationships with Recoveree's and referrals through self directed development.
- Cross-trained existing employees to maximize awareness and stigma reduction around SUD/MH.
- Resolved staff member conflicts, actively listening to concerns and finding appropriate middle ground.
- Communicated clearly with employees, recoveree's and stakeholders to keep everyone on same page and working toward established treatment plan goals.
- Trained personnel in maintenance and enforced participation in exercises focused on developing key skills.
- Established performance goals for recoveree's and provided feedback on methods for reaching those milestones.
- Cultivated positive rapport with fellow employees to boost company morale and promote employee retention.

2017-06 -  
2019-02

## ● **Peer Recovery Coach**

Centerstone REMERGE, Austin, IN

- Developed and implemented individualized treatment plans.
- Testified in court regarding client behavior, treatment goals and progress.
- Gathered information about useful resources and helped coordinate referrals.
- Participated in multidisciplinary meetings focused on providing comprehensive assistance.
- Provided group, family and individual counseling to support recovery goals.
- Assessed individuals' needs and planned bespoke

recovery programs to achieve personalized goals.

- Maintained client confidentiality and adhered to HIPAA guidelines.
- Improved relapse prevention rates with targeted recovery program mentoring.
- Planned appropriate treatment and discharge schedules to maximize success.
- Administered random toxicity and breathalyzer tests to assess adherence to recovery plans.
- Supported clients with compassionate, empathetic face-to-face counseling.
- Arranged community initiatives to build supportive networks for improved rehabilitation.



## Education

1996-08 -  
1999-05

- **High School Diploma**

Beca - Chicago



## Accomplishments

- National Association of Social Workers (NASW)  
"Community Partner of the Year 2022"

Lead Trainer for Mental Health America Indiana,  
Stanley W Dekemper Training Institute

National Wellness Council  
Nationally Certified Mental Health First Aid Trainer

CCI  
MRT (Moral Reconation Therapy), Facilitator

Matrix, Criminal Justice Key Supervisor

Board of Directors for INSTEP (Indianapolis, IN)

Board of Directors for IAIC (Indiana Addictions Issues Coalition) State Advocacy Group



## Certifications



CSPR-PR



MATS



CAPRC II-MH-FS