

# Adrienne Walnoha

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Human Services Executive with 19 years of experience stewarding organizational change, financial growth, program innovation and strategic planning.

## KEY SKILLS

Organizational Visioning  
Fundraising  
Grant Writing  
Talent Recruitment  
Talent Management  
Change Management  
Program Development  
Creative Solutions  
Skills Development and Training  
Anticipation of Industry Change  
Organizational Promotion  
Performance Analysis  
Problem Solving  
Public Speaking  
Employee Relations  
Organizational Culture Development

## KEY STRENGTHS

Diverse Skill Set  
Creativity  
Flexible and Responsive  
Industry and Funding Knowledge  
Passionate and Committed  
Social Justice Advocate  
Disruptor - of Systems that Oppress  
People in Need

## AWARDS

Social Work Alumni Award  
Social Work Torchbearer Award  
Pittsburgh's 40 Under 40  
Organizational finalist for the  
Wishart Award for Non Profit  
Excellence  
Leadership Development Initiative

## TEACHING EXPERIENCE

Mental Health and Public Policy  
Community Based Participatory  
Research  
Foundations of Social Work  
Core Training Collaborative

## DIRECTOR OF COMMUNITY HEALTH INITIATIVES

Omicelo LLC - Pittsburgh PA • 2019 to Present

Ensuring all housing and redevelopment projects begin and end with a focus on the impact of housing on physical, social, emotional and economic health.

- + **Launching and managing** the home adaptation line of business for Omicelo
- + Development of **operational protocol, policy and procedures** across the Omicelo enterprises.
- + Creating and maintaining **robust human resources practice**, protocol and staff development
- + **Implementing** and managing the Community Ambassador Program
- + Development and implementation of staff and partner trainings
- + Creation of company's **compliance** protocols, compliance adherence, development of annual compliance plans
- + Identifying and securing **new business lines**
- + Development of **strategic partnerships and collaborations**

## CHIEF EXECUTIVE OFFICER

Community Human Services - Pittsburgh PA • 2006 to 2018

**Dynamically reinventing** the organization into a diverse human service organization focusing on the hardest to serve and most complex human service users.

**Creating responsive and respectful service space** that allows human service users streamlined access to resources in a welcoming and safe environment.

**Empowering** dynamic leadership by training and cultivating talent in an open and communicative workspace focused on a healthy and empowered workforce where leadership can be demonstrated at all position levels.

**Stewarding efficient and effective** programming by creating and implementing evaluation structures.

**Responding** to trends in human service delivery by using internal and external data to understand groups served, best practice and excellence in non-profit service delivery.

**Advocating** for local, regional and national policy that reflects best practices in human service by building relationships with policy makers at all levels and creating educational opportunities to inform policy and practice at all levels of decision making.

- + Taking the organization from 67 staff with a 4 million dollar budget to 110 staff and a 10 million dollar budget
- + Recruiting and developing a dynamic and diverse board committed to growing the organization's resources and footprint
- + Introduction of 10 new programs to serve complex users

(continued) ►

- + Successfully raising 4 million dollars to purchase and renovate a commercial site to consolidate the agency's operations
- + Creation of a coordinated intake system using national best practice that predated the county system by two years
- + Creation of a comprehensive staff training system utilizing the philosophies of harm reduction and trauma informed care
- + Stewarding the organization through extremely difficult times for financing human services by creating and growing operating reserves, nimble financial management and stewardship of new funding partners.
- + Developing a unique management structure that allows for diversified power amongst the agency's operations team and staff.
- + Creation and management of innovative health programming including intensive in home supports and respite.

**INTERIM EXECUTIVE DIRECTOR** at Community Human Services

Pittsburgh PA ▪ 2005 to 2006

Performed all assigned duties upon resignation of the Executive Director including staffing the board, direct supervision of agency program directors, oversight of the fiscal and human resources departments and operations of the Lawn Street Community Center.

- + Created the development department
- + Created development committee of the board
- + Oversaw full revision of the staff handbook and fiscal operating procedures
- + Stewarded the organization through a sixty thousand dollar budget deficit
- + Created a grant proposal for the first rapid rehousing program in Allegheny County which was accepted by Housing and Urban Development and implemented.
- + Managed all executive duties while performing the role of the Director of Homeless Assistance
- + Facilitated board recruitment

**DIRECTOR OF HOMELESS ASSISTANCE PROGRAMS** at Community Human Services

Pittsburgh PA ▪ 2004-2007

Responsible for program development, evaluation and oversight for five homeless assistance programs.

- + Supervised 15 staff
- + Oversaw 1.7 million dollar budget
- + Ensured targeted program outcomes
- + Prepared all grant submissions and reports
- + Managed Severe Weather Shelter
- + Consolidated and expanded programs serving XYZ number of individuals per year

**TEAM LEADER** at Community Human Services

Pittsburgh PA ▪ 2001-2004

Monitored and administered HUD (Housing and Urban Development), HAP (Homeless Assistance Programs) and PATH (Projects for Assistance for Transition from Homelessness) funded programs.

- + Supervised 12 staff
- + Identified and applied for enhanced funding
- + Ensured procedural and fiscal requirements were met for each program
- + Developed new and expanded homeless outreach programs

- + Developed therapeutic support groups for program participants
- + Created agencies first comprehensive program manuals

### **HOUSING SPECIALIST** at the Southwestern PA AIDS Planning Coalition

Provided technical assistance to the Southwestern PA region's AIDS service organizations.

Pittsburgh, PA ▪ 1999-2001

- + Conducted county wide housing assessments
- + Arranged and executed focus groups and key informant interviews
- + Analyze survey data and create housing plans
- + Identified special housing needs and provide training and support to housing providers to address those needs

### **MOBILE THERAPIST** at Youth Advocate Program

Pittsburgh, PA ▪ 1999-2003

Provided in home youth centered, strengths based mental health services to families across Allegheny County.

- + Performed therapeutic interventions for youth and caregivers
- + Conducted clinical assessments and created treatment plans
- + Engaged youth and families in goal setting and attainment
- + Completed all treatment reports and billing documents for Medical Assistance

## **EDUCATION**

NAHB CAPS (2020) Certification as an Aging in Place Specialist

BOSCH Institute on innovation (2016)

FINANCE AND INVESTING CERTIFICATE from the American Management and Business Administrative Institute (2006)

Post Graduate Program in Social Work (MSW) from University of Pittsburgh (1997-1999). Specialization: Mental Health

Post Graduate Program in Political Science (No Degree) from University of Pittsburgh (1994-1995). Specialization: Political Philosophy

Bachelor of Political science (B.A.) from Chatham University, Pittsburgh PA (1990-1994) Specialization: Political Science with Minors in Philosophy and Psychology

High School Diploma from Weir High School (1990)

## **PROFESSIONAL COMMITTEES AND BOARDS**

Department of Human Services Block Grant Advisory

Housing Opportunity Fund - Chair

Oakland Business Improvement District, Board Vice Chair

Street Medicine Institute

HHS/ACL Housing Services and Resource Center Advisory

AIDS Free Pittsburgh

Allegheny County Local Housing Options Team – Chair Accessibility Incubator Work Group

ISAC Advisory Wesley Family Services

MOBIUS Advisory Team

## **PUBLICATIONS**

*Developing a Tailored Physical Activity Program for People with Severe and Persistent Mental Illness.* 2013

*Translating CBPR Principles into Practice Progress in Community Health Practice.* 2013

*Creating Synergies: Partnerships for Participatory Evaluation in Human Services: 2012*  
*Social Work Matters: The Power of Linking Policy and Practice, Chapter 30: 2012*  
*Translating CBPR Principles into Practice: Building a Research Agenda to Reduce IPV. 2011*  
*Using CBPR to develop Depression Care Models. 2010*

## REFERENCES

Kate Dewey 412.400.7728  
Kathy Feeney 585.317.3962  
Michael Yonas 412.877.2428

## SUMMARY BIO

*Adrienne Walnoha, MSW LSW and NAHB CAPS*

As the Director of Community Health Initiatives for Omicelo, Adrienne develops and executes the company's community health strategies. More specifically, developing programming and resources to promote the social determinants of health and their connection to the Omicelo mission, Home |Health| Wealth. In her work with the Home Modification Team, Adrienne cultivates community-based supports to allow residents to enhance their mobility, safety and independence.

Prior to joining Omicelo, Adrienne served as the CEO of Community Human Services Corporation for 13 years. CHS is a private nonprofit that provides comprehensive basic needs supports to individuals and families experiencing chronic health and housing challenges. During her tenure, she took the company from a 4m dollar organization employing 67 staff to over a 10m dollar organization employing 117. Adrienne personally led the design and creation of over a dozen innovative housing and support programs including low barrier shelter, shallow rent subsidies, GLBTQ shelter, housing as healthcare, in home physical behavioral health supports, domiciliary care, respite, hoarding treatment and prevention and sexual wellness programs. Adrienne left CHS to explore programming that connects the built environment to physical and psychological health.

Adrienne earned her Bachelor's Degree in Political Science with Minors in Psychology and Philosophy, then went on to receive my Master's Degree in Social Work from the University of Pittsburgh. She is currently a licensed Social Worker in the State of PA and also a Certified Aging in Place Specialist.

Adrienne serves as the chair of the University of Pittsburgh Social Work Executive Council and is an adjunct faculty member for the school. She has lectured extensively across the country on harm reduction, innovative service and housing models, partnered research and quality delivery of human services. She has written and co-authored several articles on housing, community based research and the intersection of health and the built environment. She was appointed to the Housing Opportunity Fund advisory at its inception and was elected the chair in 2023. Adrienne leads the Local Housing Options Team work group on Accessible Housing and is part of the Integrated Social Care and Caregiving Advisory. In addition The United States Department of Health and Human Services chose Adrienne to sit on their Housing and Services Resource Center work group. The work group is tasked with elevating best practice in housing and services for older adults and people with disabilities.