How are we Navigating Shaping Change?

North American Housing and HIV/AIDS Research Summit VII

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Bronx, New York
Why Change?

Organization or mission obsolete?

Improve services?

Financial crisis?

Funding and policy environment?

Create sustainability?

Remain competitive?

External pressure?

Succession planning?
What is the Vision?

“We did not come here to fear the future, we came here to shape it.”

–President Barack Obama, Inauguration speech, January 2009
“Leadership is not a birthright. It has to be earned by each new generation.”

-Hillary Clinton, Former US Secretary of State
Change or Transform?

- Increasing needs, including homelessness, hunger, HCV, HIV, mental health and other chronic medical conditions
- Erosion of grant funding
- Affordable Care Act
- Medicaid Redesign/Health Homes
- Managed Care
- Ryan White
- HOPWA
- Prevention
Strategic Partnership & Restructuring?

Merger, acquisition or collaboration, oh my!

◆ Culture?
◆ Leadership?
◆ Service and systems integration?
◆ Finances?
◆ Legal?
◆ Branding & Marketing?
◆ Impact?
Beyond Our Original Missions to Transform Lives through Health and Wellness

- Founded August 14, 2013.
- $11.8M operating budget comprised of 60 comprehensive programs-- from housing placement and care coordination to syringe exchange and co-located pharmacy (340b program) & health care (FQHC) services.
- Over 8,000 served annually with 50,000 outreach contacts and visits by 133 employees and over 75 Peer Workers.
- Consolidated board of directors, leadership, staffing, financial, legal, administrative systems and programs.
- Co-leadership model based upon strengths and succession planning.
- New brand, new identity, new mission, vision and values
BOOM!Health has established ten core values that are the driving force of the organization:

1. Non-Judgmental
2. Client/Participant Centered
3. Integrity
4. Holistic Health / Harm Reduction Model
5. Advocate for Social Change
6. Compassionate
7. Innovative
8. Inspiring / Empowered
9. Mission Driven
10. Accountable
The new service model actively removes the barriers to accessing primary medical care, as well as HIV and viral hepatitis prevention services, while supporting clients and program participants on their journey towards wellness and self-sufficiency.

Our Vision: Health, Wellness and Safety for All
Our Integrated Model

◆ Advocacy
◆ Prevention
◆ Health Coordination
◆ Housing Placement & Development
◆ Legal Services
◆ Social Enterprise & Job Training
◆ Research and Evaluation
Assess how different organizational cultures affect the new entity and how these cultures can be combined to form a new culture for the merged organization.

“Culture eats strategy for breakfast.”
“Everybody’s got a plan until they get punched in the mouth.”

-Mike Tyson, Retired Heavyweight Champ & Strategic Planning Guru
What did we learn to help us shape the future?
BOOM HEALTH

A Merger of Bronx AIDS Services and CitiWide Harm Reduction

Transforming Lives Through Health & Wellness

This merger of equals combines two already strong nonprofit organizations into an $11.3 Million operation and consolidates different but complementary services in a new groundbreaking service model. The new model actively removes the barriers to accessing primary medical care, as well as HIV and viral hepatitis prevention services, while supporting clients and program participants on their journey towards wellness and self-sufficiency.