



Alliance | Consulting



Alisa Miller
Managing Director, MHS Consulting
Ashburn, Virginia
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Alisa provides clients with information for making sound business decisions. She has 20 years of experience in public accounting, including 15 years in health and human services. Alisa delivers financial and feasibility studies for start-ups, expansion and development of new programs and facilities and develops financial projections and market pricing.



Karen Lehman
President/CEO of MHS
574-538-8214 | karen@mhsonline.org

Karen works closely with entities undergoing executive search or transitions. During her 25 years of leadership in senior living and acute care, Karen was involved in the executive transition process many times, both as a candidate and as a representative of the hiring agency. A visionary with polished communication skills, Karen has a proven track-record of recruiting strong senior leaders, as well as offering organizations effective new strategies.



John Bauer
Consulting Associate
Greenfield, Wisconsin
920-248-9213 | john.bauer@bauerj.com

John's principal goal is to work with CEOs and boards to help nonprofit organizations become more effective. He has more than 40 years of executive leadership experience and has chaired numerous local, regional and national boards. His expertise is in strategic positioning, leadership development, executive coaching, board governance, organizational culture, strategic partnerships, international development, and risk management.



Donna Duss
Consulting Associate
Alexandria, Virginia
571-236-4808 | donna@mhsonline.org

Donna provides professional coaching and consultation in clinical and management systems analysis and refinement. Her passion for person-centered care and services, including a focus on development and empowerment of emerging leaders, guides her interactions with providers in the field of aging services. As a Registered Nurse, Masters-prepared as a Clinical Nurse Specialist in Gerontology, Donna leverages experience in operations, education and consulting, and over 20 years' experience as a board member on multiple CCRC boards, to support clients in the delivery of high quality care and services.



Denise Koppelman Harris
Consulting Associate
Mechanicsburg, Pennsylvania
717-790-0473 | denise@dkharrisconsulting.com

Denise specializes in home-based services, assisting clients in developing programs and best practices for optimum clinical, administrative and financial outcomes. With more than 30 years of experience, she assists home health, hospice, and home care/private duty organizations with operational assessments, market and financial feasibility, expansion and new business ventures. .



Emerson Leshar
Consulting Associate
Mechanicsburg, Pennsylvania
717-903-8443 | emerson@mhsonline.org

Emerson works with organizations to support them in advancing their strategic direction and organizational health. He has more than 30 years of executive and clinical experience in nonprofit aging services and behavioral healthcare. Emerson is skilled in helping organizations identify what they are doing well, determine how to meet needs, and move forward in a way that fits their mission and values.



Suzann Lupton
 Consulting Associate
 Denver, CO
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Suzann Lupton excels in developing key partnerships, creating and sustaining productive and loyal staff and leadership teams, analyzing and providing operational solutions, and resolving employee relations issues. She has extensive corporate and field operations experience with the human side of mergers and acquisitions as well as in growth organizations. Her work today focuses on strategic projects and interim operational engagements.



Nancy Chiyo Moriuchi
 Consulting Associate
 Newtown, PA
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Chiyo helps organizations create effective, sustainable, values-based strategies. Her work is grounded in her deep board experience, entrepreneurial initiatives, and 30 years of developing strategies and teams in the US and Asia. Chiyo focuses on governance, organizational structure and culture, real estate asset strategies, and strategic market analysis. Her results-oriented corporate experience has been leavened through her grounding in her Quaker community.



Dennis Russell
 Consulting Associate
 Aurora, Oregon
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Dennis works with organizations to convert strategic priorities into operational plans, monitors industry trends and helps organizations manage market re-positioning. He has more than 27 years of health care management experience. Dennis guides organizations in creating detailed plans for implementing strategic priorities, enhancing operations and considering bond financing.



Lee Schmucker
 Consulting Associate
 Wichita, Kansas
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Lee consults with health and human service organizations, focusing on executive team development, workplace culture, governance development and strategic planning. Lee's areas of expertise include customized supervisor/manager training programs, assessing employee satisfaction and developing strategies for a healthy workplace culture, integrating values into organizational practices and coaching boards.



Tim Stair
 Consulting Associate
 Goshen, Indiana
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Tim assists organizations with market assessment, marketing plan development and strategic positioning. With more than 25 years of experience, Tim works with clients to complete market feasibility analyses, facilitate focus groups, integrate values into market positioning and engage in strategic planning.



Rick Stiffney
 Consulting Associate
 Goshen, Indiana
 574-320-6263 | rick.stiffney@mhsonline.org

Rick focuses on executive and board development, strategic positioning and alliance formation. With more than 25 years of experience in executive leadership and consulting, Rick has worked with a broad range of organizations. He provides executive coaching and consults on collaboration and affiliation, effective governance, organizational structure and strategic positioning.



LaVern Yutzzy
 Consulting Associate
 Lancaster, Pennsylvania
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LaVern's expertise includes governance, leadership development, strategic positioning and collaborative relationships among nonprofit organizations. He has more than 25 years of executive leadership experience, including 17 years as CEO of a nonprofit organization. He assists boards in developing their capacity, strategic planning and exploring affiliation and provides executive coaching.



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