

JANET RHODES HAMER

PROFESSIONAL SUMMARY

A proven and collaborative leader with extensive experience in community and economic development in local and regional government, the Federal Reserve Community Affairs program, and the financial services sector. Subject matter expert for the Federal Reserve Bank of Atlanta in small and micro business and financial stability. Convener and thought leader with expertise in collaboration and consensus building. Proficiency in both verbal and written skills, seasoned speaker and presenter as well as published author.

Areas of expertise:

- Micro Enterprise and Small Business
- Financial Services
- Financial Stability
- Economic Development
- Community Development
Finance/Lending
- Neighborhood Revitalization
- Permanent Supportive Housing

- Volunteer Board Development
- Workforce Development
- Grant Writing and Fund Development
- Financial Education
- Affordable Housing and Neighborhood
Stabilization
- Community Reinvestment Act

PROFESSIONAL EXPERIENCE

June, 2018-present: Principal, Hamer Consulting

Consulting services for nonprofit organizations, financial services, and local government.

March 3, 2014-June, 2018: Vice President, Community Development Manager for North and Central Florida, TD Bank

Manage community relationships and support regional market retail and commercial staff in developing and implementing responsive community development lending, service, and investment to revitalize and stabilize low-and-moderate geographies and promote financial empowerment for individuals throughout the TD Bank footprint.

2001 to February 28, 2014: Senior Regional Community Development Manager, Community and Economic Development Division, Federal Reserve Bank of Atlanta, Jacksonville Branch

Promoted effective community and economic development lending and investment in north, central, and southwest Florida including:

- facilitating partnerships between public and private organizations that enhance delivery systems in LMI neighborhoods and communities for community and economic development,

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- facilitating partnerships between public and private organizations that enhance delivery systems in LMI neighborhoods and communities for community and economic development,

- financial stability, and access to mainstream financial services,
- providing information to financial institutions and community development groups about the availability of funding sources (public and private),
- educating and informing on the Community Reinvestment Act for financial institutions, nonprofit organizations, governmental entities, and other community partners.

1998 to 2001: Chief, Division of Housing Services, Department of Planning, City of Jacksonville, Florida
(appointed position by Mayor and City Council)

Directed all affordable housing and neighborhood revitalization programs for a large urban city (consolidated county government) with a total annual budget in excess of \$10 million from local, state, and federal sources.

1980 to 1998: Deputy Director, City of Daytona Beach, Florida, Community Development Department

Planned and implemented the City of Daytona Beach Community Development Department program including affordable housing, neighborhood revitalization, historic preservation, and economic development.

EDUCATION

M.A. Public Affairs, Northern Illinois University, Dekalb, Illinois

Safety and Soundness Commissioned Bank Examiner, Board of Governors of the Federal Reserve System

B.A. Psychology, Judson University, Elgin, Illinois

PROFESSIONAL AND NONPROFIT AFFILIATIONS

- National Disability Institute, Vice Chair, Board of Directors
- Florida Community Development Association Board of Directors, Past President
- Florida Prosperity Partnership, Board of Directors, Immediate Past Chair and Founder of Organization
- Florida Alliance of Community Development Corporations, Board of Directors
- Florida Supportive Housing Association, Treasurer, Board of Directors
- Neighborhood Home Solutions, Vice President, Board of Directors
- LISC-Jacksonville Program Committee
- BBIF of Central Florida Community Development Committee
- Campaign for Working Families Volunteer VITA Site Coordinator, Bethune Cookman University
- Volusia/Flagler Commission on Homelessness, Board member
- Volusia/Flagler United Way Community Impact Cabinet
- Volusia County Affordable Housing Study Commission

AWARDS

- William Carrington Guy Board Member of the Year Award, Serenity House of Volusia County
- Florida Community Development Association Leadership Award
- U.S. Department of Housing and Urban Development Best Practices Award-City of Daytona Beach Affordable Housing Program
- Liberty Center, Jacksonville, Florida Homeless Advocate Award
- National Community Development Association Neighborhood Revitalization Award-City of Jacksonville Historic Springfield Redevelopment Program
- James E. Huger Distinguished Service Award-Florida Community Development Association
- Florida JumpStart Coalition Community Service Excellence Award

- National Disability Institute Ron Smith Outstanding Accomplishment Award for improving the economic lives of Americans with Disabilities.

PUBLICATIONS

- An Introduction to Community Development, Community Development Finance, 2009, Taylor and Francis
- Bank On Training Curriculum for Financial Institutions
- Bank On Training Curriculum for Non Profit Organizations
- Additional publications available

ADAM C. COLANDO, MS, LMHC-S, MCAP, RPT-S, NCC

EDUCATION

M.S. Stetson University (May 2010)
Clinical Mental Health Counseling (CACREP accredited)

B.S. Stetson University (May 2007)
Psychology

PROFESSIONAL EXPERIENCE

11/2017- Present

PRIVATE PRACTICE, FLORIDA

7/2017-11/2017

CHILDREN'S ADVOCACY CENTER of SWFL-FT MYERS, FL
ASSISTANT CLINICAL DIRECTOR

1/2017 to 6/2017

DARRYL STRAWBERRY RECOVERY CENTER-DeLand, FL
EXECUTIVE DIRECTOR/CLINICAL DIRECTOR
Responsible for the daily operations and service delivery.

6/2015 to 10/2016

TRV/NEXT GENERATION VILLAGE - UMATILLA/SEBRING, FL
LICENSED MENTAL HEALTH COUNSELOR/
MASTER'S LEVEL ADDICTION PROFESSIONAL

Provided therapy to individuals in an Alcohol, Substance Abuse and Eating Disorder residential facility located in Umatilla/Sebring, Florida. Individual, couples, group and family counseling was utilized. Many patients presented with trauma and EMDR was used to assist with their presenting issues. Expressive Arts/Play Therapy was utilized in caseload and afternoon groups.

5/2014 to 3/2015

FLORIDA HEALTH CARE PLANS-HOLLY HILL, FL
LICENSED MENTAL HEALTH COUNSELOR/
CERTIFIED ADDICTIONS PROFESSIONAL

Provided therapy to individuals representing various age groups ranging from adolescents to the elderly. My counseling responsibilities included individual counseling, group counseling, family counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, and discharge summaries. **Trained in EHR-AllScripts.**
As a member of FHCP's Substance Abuse Team, I developed individual treatment plans tailored to the patient's present needs including Detox, AOP/IOP groups, psychiatric evaluations by one of our psychiatrist and weekly therapy. Developed and implemented a Bereavement Support Group company wide to meet the needs of FHCP members and employees during the grieving and bereavement process.

ADAM C. COLANDO, MS, LMHC-S, MCAP, RPT-S, NCC

3/2014 to 5/2014

ADAPT BEHAVIORAL SERVICES-ORMOND BEACH, FL
LICENSED THERAPIST

Counseled individuals representing various age groups ranging from children to the elderly in their home setting. Counseling responsibilities included individual counseling, family counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, and discharge summaries.

3/2012 to 3/2014

HAVEN RECOVERY CENTER-DAYTONA BEACH, FL

Senior Clinician/ Licensed Mental Health Counselor (MH11652)

Responsible for the daily operations and service delivery of Haven's outpatient facilities in Daytona Beach. Analyzed data trends related to referral management, outpatient admission procedures, outpatient caseloads, productivity, outcomes, reconciliation of receipts and cash. Onsite clinical authority in the event of emergencies.

Counseled residents of My Place Apartments located at 343 North Street. The twenty-four residents were formerly homeless with severe and persistent mental illnesses, and are in recovery for substance abuse issues. Counseling responsibilities included individual counseling, group counseling, couples counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, discharge summaries and utilization of aggression control techniques, if necessary .

Internship Coordinator – Recruitment and placement of college/university students in Haven's outpatient and residential facilities.

11/2011 to 4/2012

ADAPT BEHAVIORAL SERVICES- ORMOND BEACH, FL
Counselor

Counseled individuals representing various age groups ranging from children to the elderly in their home setting. Counseling responsibilities included individual counseling, family counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, and discharge summaries.

10/2010 to 4/2012

THE NEIGHBORHOOD CENTER-DELAND, FL

Registered Mental Health Counselor Intern (IMH8592)

Counseled individuals living onsite in the transitional housing and emergency shelter programs, representing various age groups ranging from teenagers to the elderly. These individuals presented with substance abuse, mental health and other psychosocial concerns. Counseling responsibilities included individual counseling, group counseling, family counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, and discharge summaries.

4/2009 to 5/2010

THE HOUSE NEXT DOOR - DELAND, FL

ADAM C. COLANDO, MS, LMHC-S, MCAP, RPT-S, NCC

Student Intern – 1000 hours

Counseled individuals representing various age groups ranging from adolescents to the elderly. Counseling responsibilities included individual counseling, group counseling, family counseling, writing and maintaining accurate client records to include abiding by Medicaid standards, which incorporated developing biopsychosocials, treatment plans, weekly and monthly reports, and discharge summaries.

2006 to 2011

THE AGAPE CLUBHOUSE - DELAND, FL ***"A Daytime Homeless Shelter"***

Intern/Volunteer

Responsible for establishing a mentoring program, organizing fundraisers such as HomeAid. Provided assistance with group counseling, art therapy and organizing/implementing the 2007 H.U.D. homeless survey in DeLand.

1987 to 2002

ADAM'S TRAVEL AGENCY –FORT LAUDERDALE & HOLLYWOOD, FL

Travel Agent & Proprietor/Owner

Responsible for all aspects of managing a travel agency, which included training and supervising multiple employees. Implemented various marketing and sales promotions to both the private and business sector. Built community relations by being involved in various professional and community service organizations.

LEADERSHIP & SERVICE

2006 to 2013

ROTARY CLUB OF DELAND - DELAND, FL

Rotarian

Assisted in organization and implementation of Christmas Auction, Volusia County 4th grade Dictionary Drive, Rotary Youth League Awards (RYLA) and numerous food drives benefitting homeless and underprivileged individuals in the DeLand community.

2006 to 2010

STUDENTS' COALITION TO END HOMELESSNESS - DELAND, FL

Founder

Created an awareness of homelessness among students/faculty/staff within Stetson University while establishing a coalition of individuals to end homelessness in the DeLand community. Established and maintained relationships/partnerships with both businesses and organizations providing services to homeless individuals.

ADAM C. COLANDO, MS, LMHC-S, MCAP, RPT-S, NCC

PROFESSIONAL ORIENTATION/ASSOCIATION MEMBERSHIP

Master's Level Addiction Professional (MCAP): ADC-010840-2015 – IC & RC International ADC examination was taken and passed for this certification.

Prepare/Enrich Certified – Completed training to assist couples in identifying their strengths and growth areas in communication, conflict resolution, spiritual beliefs, and financial management

E.M.D.R. Certified – Completed Training Part 1 and Part II – 40 Hours and Individual Consultation – 10 Hours

Camp Begin Again – Counselor assisting adolescent individuals who have recently suffered the death of a family member and/or a friend

Community Emergency Response Team (CERT) – Organized and attended three day workshop at Stetson University and became certified as a first responder in a local disaster

Healthy Start Healthy Families - Completed substance-involved families training

QPR/QPRT/Florida Suicide Prevention Gatekeeper Training Workshop – Attended workshops and learned the warning signs of suicide and the proper ways to respond

Play Therapy Certification Program – Completed 8/15/2015 at Stetson University- DeLand Campus. **Registered Play Therapist-Supervisor (RPT-S)** Registration Number S2877

Qualified Supervisor/MHC - Completed the two day/16 hour training to provide supervision to registered interns seeking MHC licensure.

Sand Tray Training – Completed levels 1-9 at The Institute for Playful Healing, Altamonte Springs, Florida

Equine Specialist - Hearts & Hooves, Ormond Beach, Florida- Provided Equine Therapy to children and their families to assist with bereavement and grieving

CURRENT PROFESSIONAL MEMBERSHIPS

American Counseling Association (ACA)
Chi Sigma Iota – Alpha Omicron Chapter (CSI)
Association for Play Therapy (APT)

Carl Falconer

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

I. PERSONAL DATA

EDUCATION

Master of Public Administration
University of North Florida, Jacksonville, FL, May 2007

Bachelor of Arts in Psychology
University of North Florida, Jacksonville, FL, August 1994

EMPLOYMENT HISTORY

5/2013 to Present	Regional Director of Housing and SOAR Director of Community Engagement Lutheran Services Florida Health Systems Jacksonville, Florida
3/2009 to 5/2013	Senior Director of Housing and Homeless Services Director of Housing Director of Finance River Region Human Services Jacksonville, Florida
3/2008 to 3/2009	Mental Health Professional – FACT Team Mental Health Resource Center Jacksonville, Florida
1/2007 to 1/2008	Vice President of Shelter Services The Sulzbacher Center Jacksonville, Florida
9/2003 to 1/2007	Director of Asset Management Director of Housing Services Director of St. John's Horizon House River Region Human Services, Inc. Jacksonville, Florida
3/2002 to 9/2003	Director, Veterans and Residential Services Clara White Mission

Jacksonville, Florida

- 2/1995 to 3/2002 Team Leader, QUEST Homeless Outreach Program
Case Manager, LINK Program
Mental Health Resource Center
Jacksonville, Florida
- 8/1990 to 8/1994 Crew Chief
U.S. Army National Guard, 146th Signal Battalion
Jacksonville, Florida
- 8/1986 to 8/1990 Infantryman/Team Leader
U.S. Army, 3rd U.S. Infantry, Honor Guard
Ft. Myers, Virginia

PROFESSIONAL MEMBERSHIPS

- Jacksonville Continuum of Care
Board of Directors, Chair (2014 – Present)
Performance Standards Committee (2015 – Present)
- St. Augustine Continuum of Care
Board of Directors, Vice-Chair (2015 – Present)
Membership Committee (2015 – Present)
- Emergency Services and Homeless Coalition of Jacksonville
Advocacy Subcommittee Member (2000- 2003)
Advocacy Subcommittee, Chair (2001- 2003)
Board of Directors (2001- 2006, 2010- 2015)
- Florida Coalition for the Homeless (FCH)
Board of Directors (2002- 2005)
Legislative Committee, Chair (2003- 2005)
Executive Committee (2003- 2005)
- Jacksonville Sheriff's Advisory Council (SHADCO) Zone 1 (1999 – 2003)

II. PROFESSIONAL DEVELOPMENT

PRESENTATIONS

- Applied Self Direction Conference –
SDC Programs in Florida (2017)
- National Alliance to End Homelessness Annual Conference –
Improving CoC Boards (2015)
- Emergency Services and Homeless Coalition - Homeless Case Management 101
(2006)
- Florida Coalition for the Homeless Annual Conference –
Effectively Communicating In Social Service Agencies (2001)
Dealing With Difficult Clients (2001)

Effective Outreach Methods (1999)
Jacksonville University Criminology Class – Homeless People and the
Criminal Justice System (2000)
Governor's Commission on Homelessness – Increased Funding for Local
Coalitions – (2000)

PROFESSIONAL SERVICE

Empowerment First – Board Member/Treasurer (2005-2010)
Jacksonville Census/Survey of Homeless People - Surveyor – (1995-Present)
Jacksonville Sheriff's Office, Crisis Intervention Teams – Trainer (2001)
United States Census 2000 – Outreach Surveyor and Consultant on Locating
Unsheltered Homeless People – (2000)
St. Augustine Census/Survey of Homeless People - Surveyor – (1999)
Veteran's Standown – QUEST Booth (1998), Clara White Mission Booth (2002)

PUBLICATIONS

National Coalition for the Homeless and National Law Center on Homelessness
and Poverty Annual National Study – “Criminalization of Homeless
People in Jacksonville”- Contributor (2001)
Duval County Housing and Urban Development Continuum of Care – Co-Author
(1999) (2000)

Lisa Packard

2001 1st Trail

Volusia County, FL 32128

Phone: (386) 399-0005

Fax: (386) 399-0005

I am interested in applying for the opening on the Commission of Homelessness for Volusia and Flagler Counties as a Board Member in the area of Government. I feel I have a great deal to offer this position including 13 years experience working as a school social worker and mental health specialist with children and youths. During my career I have worked with several children and their families who were dealing with homelessness. I provided resources and support to the children and families. In the educational environment I provided students with coping skills to deal with anxiety, trauma and depression. My interdisciplinary studies while achieving my master's degree in social work was adult and children's mental health, which required knowledge of the DSM-IV. During graduate school I completed one semester of independent study at the University of Michigan Child Psychology Clinic where I was trained on intakes and diagnosing as well as report writing. I also worked at the college level and taught two college classes at the University of Michigan-Flint. I recently was employed with Volusia County Schools as a Mental Health Therapist where I have held this position for the past two years. I worked with at risk students from New Smyrna Beach High School and Middle School. During the two years working with Volusia County Schools I encountered several children who due to family crisis situations became either unaccompanied homeless youths or accompanied homeless youths in New Smyrna Beach schools. I was in communication with the Department of Human Services in reporting and updating situations on the students I was involved in helping. I worked closely with Dr. Donna Wilkes who is employed with Volusia County Schools as the Homeless Liaison for the east side of the county. Dr. Wilkes and I kept each other up to date on the youths we were working with and their situations. Last Christmas Dr. Wilkes and I developed a list of students in need for gifts and communicated with community organizations that donated gifts to our youths in the New Smyrna Beach High School. I would inform Dr. Wilkes on new situations of students who were unaccompanied or accompanied homeless youths and were in need of the McKinney-Vento form in order to supply all the resources the Volusia County Schools provided. Unfortunately the mental health position is being terminated due to the lack of funds. I have worked with teachers, parents, school psychologists, principals and other school staff who had resources for our students experiencing homelessness such as the free and reduced lunch and breakfast, school dues waived, homecoming tickets, prom tickets, senior pictures, hygiene bags and graduation cap and gowns to name a few. I advocated on several occasions for the youths who were experiencing educational decline and behavioral issues, working with the teachers, counselors and administrators to develop a plan of action to support the student.

Until recently I lived and worked in Michigan all my life. My last school position as a school social worker was at the Flint Community Schools. I was in this position and only left because of the move here to Florida. During my time in the Michigan Public School system, I worked with youths and their families experiencing homelessness. A University of Michigan-Flint professor did her dissertation on Flint Michigan. In the research and data obtained she reported Flint Michigan was similar in comparison to a third world country. She based this conclusion on data of the poverty level, lack of medical support and the gun violence for several continual years. To validate her dissertation the Flint water crisis became a crisis due to the government and their agencies lack of care and concern for the population in Flint Michigan. I worked on bringing a food pantry to our schools because parents did not have transportation to get to the closest food pantry. I was a student counsel advisor at Central Elementary where the students were involved on food drives, socks drives and book drives. The students were invited to Carriage Town Ministries Family Center and the students were provided a meal as well as meeting the people that they helped with the donations. I have a great passion for children and their families in helping them anyway I possibly can from providing my services pro-bono to getting resources and making people aware of the dire situations and environments our homeless population are living in especially the children.

Three years ago I moved to Port Orange and I would drive through Daytona Beach and see the homeless people huddled together by the Daytona Beach City Hall. On the news I heard that the "homeless" (I noticed the news media was not referring to the homeless as people) were being moved to another area on Clyde Morris Road in a corner-wooded lot providing outhouses (as if they were an animal nuisance). I remember the report stating the reason for the move was the Daytona Beach City Council did not want the homeless people noticed because this could effect the money being brought in to the city from the Bike Fest, October Bike Fest and other city happenings. The Dayton Beach City Hall workers complained about the people that were living by their building as a nuisance and a danger to the workers. The stigma that homeless people are what cause people, good God fearing people, to justify their behaviors towards the homeless population. I went with our church to the Port Orange City Counsel meeting where our priest from Our Lady of Hope-Roman Catholic Church, Father Chris Hoffman representing as the co-chair of Fighting Against Injustice Towards Harmony (FAITH), presented to the mayor of Port Orange and the Port Orange City Counsel members the great need for Port Orange to contribute funds to support the housing development for people who are homeless and their families. Unfortunately for all the times Father Chris went to the Port Orange City Counsel meetings he would walk away with defeat in his requests but never in his purpose or drive to advocate.

I thank you for taking the time to read my letter of interest and my resume. My hopes are that you will consider my application to provide support for the Commission of

Homelessness in Volusia and Flagler Counties as a board member. I feel I have a great deal to offer and I look forward to meeting with you to discuss my abilities further.

Respectfully yours,

Lisa Packard LCSW/SSW

Lisa M Packard

[REDACTED]

[REDACTED]

[REDACTED]

March 2016-June 2018

Mental Health Therapist

- Providing therapy to high school students who are in a crisis situation; suicidal thoughts, bullying and panic attacks.
- Facilitating anxiety and self-esteem groups to teach coping skills in each area.
- Evaluating students who are having suicidal thoughts if a Baker Act is required.
- Daily communication with students' counselors on goals and objectives being met.
- Providing information on community resources to parents/guardians.
- Participated in IEP meetings, Behavioral Planning meetings and Parent meetings.
- Volunteered for after school programs; honors night, graduation, open house, parent/teacher meetings.
- Advocating for students who have financial hardship to receive a waiver on school fees, school functions requiring tickets; prom, homecoming and graduation.
- Coordinated the New Smyrna Beach first annual Mental Health Assembly for the community and Volusia County residents, employees, administrators and staff.
- Speaker at professional development for teachers with the topic on how to identify a student in crisis and what to do.
- Speaker at Volusia County Schools Social Work meeting on my position in the county schools.
- Arranged certification for counselors, social workers and school resource officers and deputies for Youth Mental Health First Aid.

September 2011- June 2015

Flint Community Schools

Flint MI

School Social Worker

- Special Education Social Worker for the past 10 years; Flint, Holly, Linden, Fenton, Lake Fenton with my internship at Brighton School District.
- A strong understanding of IDEA and special education requirements.
- 10 years experience developing and implementing IEPs for students from pre-kindergarten to adult education programs.
- Strong understanding with Response to Intervention (RTI) with 3 tier interventions: Facilitating, Generating, Student Assistant Team (SAT) meetings, Note taking for SATs and developing the SIDR.
- Thorough knowledge with developing Functional Behavior Assessments and Positive Behavior Intervention Plans.
- Developing IEP goals and objectives for students with special education eligibility for Emotional Impairment, Autism Spectrum Disorder, Otherwise Health Impaired-ADHD.
- Familiar with several different protocols; BASC-2, CDI, CARS, GADS, GARS, Conners 3, Achenbach and SAED.

- Experience working with Severely Emotionally Impaired programs with elementary and secondary students.
- Experience working with students diagnosed with Autism Spectrum Disorder and developing social stories, command central and visual schedules.
- Follow through on Medicaid monthly filing and marking period progress reports.
- Facilitating CORE team meetings, developing 504 plans and participated in parent meetings.
- Participate in Parent Teacher Conferences.
- Member of the Crisis District Team.
- Experience working in multiple schools and multiple school districts.
- Supervisor to college interns from U of M and Michigan State.
- Participated in district expo school presentations

Youth Mental Health First Aid Trainer

- Genesee Health Systems contracted me to train community members on Youth Mental Health.

September 2010-2011

Holly Area Schools

Holly MI

School Social Worker

- Experience working in a Post-Secondary Program working with Severely Autistic, Emotionally Impaired Cognitively Impaired and Down Syndrome students teaching calming skills, anger management and social skills.

August 2006-2010

Linden School District

Linden MI

School Social Worker

- Developed a Bully Prevention Program where students were not only being proactive with bully situations but also teaching these skills to the younger student in the building.
- Student Council Advisor-students were involved in several community activities.
- Generated and Facilitated a crisis emergency where a student was murdered and media was involved.

January 2009-June 2009

University of Michigan

Flint MI

Adjunct Professor for Social Work Department at University of Michigan-Flint

- Taught junior level social work classes *Human Behavior in the Social Environment* and co-taught an elective class *Social Work in School Environment*.
- Prepared lecture materials, tests and activities
- Recorded grades
- Met with students on regular basis for support
- Attended staff trainings

January 2007-June 2007

Holly School District

Holly MI

School Social Worker

- Substituted part-time at two elementary schools working with children who were in self-contained emotionally impaired programs as well as general education and special education students.
- Facilitated transitioning ASD students from Emotionally Impaired program into the ASD program
- Attended Professional Development and workshop trainings
- Facilitated grief counseling for staff and students due to the death of a teacher.

August 2005-June 2006

Fenton School District

Fenton MI

School Social Worker

- Worked in a 3 school district consortium designed for severely emotionally impaired students grades kindergarten through 12th grade.
- Provided counseling to individuals and groups of students to develop appropriate coping skills, build on self esteem and connect with community resources and employment
- United special education directors, teachers, paraprofessionals and school social worker from the 3 school districts to work on enhancing the learning environment
- Conducted home visitations and assisted parents with locating resources
- Participated in Manifestation hearings.
- Gatekeeper for new students entering into the program-explaining and supporting referral process so the student is in the Least Restrictive Environment.

Education 2004-2005

University of Michigan

Ann Arbor MI

Masters Degree in Social Work

- Concentration on Interpersonal Practice in the area of Mental Health
- Emphasis on School Social Work
- Maintained a cumulative GPA of 7.125

2000-2004

University of Michigan

Ann Arbor MI

Bachelors Degree in Social Work

- Maintained a cumulative GPA of 3.59
- Member of the Phi Alpha Honor Society of Social Work Students
- Member of Committee to the Dean
- Member of the Social Work club

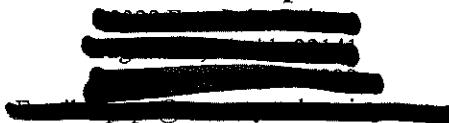
Achievements

- Obtained License Master Social Worker April 2010
- Camp counselor of POWER Camp for children diagnosed with ASD
- Youth Mental Health First Aid Trainer 2014
- START coach
- Certified in CHAMPS
- Certified in Why Try

Michael Pleus
Statement of Qualification

I have been working with community stakeholders and partners over the past 18 months to develop the West Volusia Solution for Homeless which is now called, "The Bridge." Although I do not have as much experience as many members of the Commission, I have learned a lot over the past 18 months and have a passion for making a difference in the lives of those experiencing poverty and homelessness. If selected, I would be an active member of the Commission and can bring a fresh perspective to the deliberations on how to effectively carry out our mission to help the homeless. I would personally like the Commission to pursue strategies to help solve the issue of finding permanent housing. Once individuals and families come to The Bridge, our goal is housing within 30-90 days. This will not happen without a county-wide plan and funding source which will require all of us working together toward that goal.

Teresa Pope



SENIOR OPERATIONS & MANAGEMENT EXECUTIVE

Exudes high level of personal integrity and professionalism that raises the standards on organizational leadership and executive management in the Housing industry.

EXECUTIVE PROFILE

- Innovative visionary, focused on practical problem solving and delivering positive results. Prominent career marked with consistent record of top work performance and organizational achievements.
- Articulate communicator with demonstrated ability to effectively navigate through highly sensitive or politically charged situations.
- Ideal leader to direct and promote sound business principles and incorporate new vision to move organization forward. Sought to head priority initiatives and originate new programs.
- Possesses access to influential corporate and government executives.

CORE EXECUTIVE QUALIFICATIONS

- Certified Specialist-Public Housing Manager
- Grant Writer
- Notary Public
- HCV Specialist
- Financial Management
- Organizational Leadership
- Policy Formulation
- Public Relations
- Recruiting, Staffing & Training
- Lindsey Software Systems, Microsoft Office
- Program Development/ Implementation
- EIV Certified
- HCV Executive Management Certification
- HCV Financial Management Specialist
- Strategic/ Tactical Planning
- Team Building
- Relationship Management
- Staff Development
- Emergency Preparedness
- Interagency Relations
- Budget Planning, Development & Control
- Influencing Decision-Makers

CAREER ACHIEVEMENTS & PERFORMANCE HIGHLIGHTS

Over 13 years of career leadership experience with the New Smyrna Beach Housing Authority marked with steady promotions to lead challenging operations in the Southeast Volusia County area. Scope of responsibilities included Executive Director, Deputy Executive Director, Director of Operations, human resource administration, and financial management. Was an instrumental part of the transformation team of The Housing Authority of the City of New Smyrna Beach and worked on receiving and maintaining a HIGH performer status in Public Housing and HCV programs with HUD's REAC management system, and transforming the agency from "troubled" to *High Performer* in the REAC HUD system. Recognized for exceptional work performance and outstanding contributions to agency's growth and operational success while efficiently meeting unique organizational challenges.

PROFESSIONAL PROFILE

New Smyrna Beach Housing Development Corporation

Executive Director September 2017 – Current

New Smyrna Beach Housing Development Corporation: Developed a new nonprofit instrumentality of the

New Smyrna Beach Housing Authority to purchase and develop new affordable rental housing. Oversee and manage the administration, programs, and strategic plan of the Development Corporation.

Real Estate: Purchasing 2 homes to add to the Development Corporation's affordable rental home program.

Development: Will work with Cities and Counties to acquire and develop affordable rental housing consisting of affordable family rental housing and senior/disabled housing communities that is are rent reasonable.

New Smyrna Beach Housing Authority, New Smyrna Beach, FL

Executive Director May 2017 - Current

Oversee and manage the administration, programs, and strategic plan of the Housing Authority. Also serving as the contracting officer and report to a five member Board of Commissioners appointed by the City of New Smyrna Beach.

Public Housing Program: Oversee the management and operations of 126 affordable housing units funded by tenant rents and operating income from the Department of HUD. These units are occupied by families, elderly, and disabled persons who pay 30% of their income for rent. Maintain 100% occupancy rate and 100% rental collections.

Housing Choice Voucher (formerly Section 8) Program: Oversee the management and financial aspects of 263 vouchers, 10 of them VASH vouchers for homeless veterans. Oversee and manage the funding sources from HUD to landlords and owners.

Open Market Units: Oversee and manage 6 single family homes built by the Housing Authority in 2015 and 4 townhomes purchased and renovated in 2012.

Deputy Executive Director April 2014- May 2017

Provided pivotal leadership at the Housing Authority heading day to day operations. Part of the Executive team transforming a "troubled agency" to a High Performing agency. Directs administration, budget allocations, and oversees programs including Housing Choice Voucher, Public Housing, personnel training, and open market properties. Prepare and submit County reports for our HOME properties and allocations of CDBG funding along with HUD reports and grant applications for operating subsidy, SEMAP, VMS, and CFP. Prepare monthly financials and annual budgets for board approval along with the duties of the Director of Operations.

Director of Operations April 2011-April 2014

Developed "first-ever" memorandum of agreement with the Department of Children and Families allowing access to Client income information for certification processes.

Human Resource Management: Pioneered complete turnaround in office morale and division productivity by encouraging ongoing teamwork that resulted in increased performance, better qualified personnel, and improved employee commitment.

Program Management: Revitalized the Housing Choice Voucher program by assessing program effectiveness and creating increased momentum for achieving annual goals. Program has exceeded expectations and is acknowledged as high performer.

Program Development: Coordinated and worked with the Executive Director to develop a new open market housing program to increase revenues and improve a disadvantaged neighborhood, which has received overwhelming endorsement from Volusia County with CDBG funding and the City with CRA funding.

Accounting: Handled accounting (through balance sheet/financial statement, AP/AR), human resources (recruiting, evaluating, record keeping, payroll), and management-employee liaison/company-customer relations.

Acting Executive Director June 2010-April 2011

Restructured operations, analyzed existing methods, and developed new programs and procedures to re-direct operations after HUD Management review. Excel at organizing, coordinating, and managing projects. Recruited, hired, and trained high-quality office team. Administered ARRA Grant replacing windows in 80 public housing units with high impact windows.

Grant Administration: Administered ARRA Competitive Grant of \$378,000 providing public housing units with: Energy efficiency tank less hot water heaters and new doors. Also a state of Florida mitigation grant in the amount of \$68,000 for remediation of lead based paint and asbestos.

Property Management: Managed and operated two one hundred unit apartment buildings in New Smyrna Beach, and 126 public housing units.

Executive Management: Ability to assess organizational needs and implement administrative procedures. Ethical skilled communicator. Can establish individual and group rapport. Managed a staff of six maintenance personnel and four office personnel.

Budget Administration: Developed effective internal controls and always operated within budget. Administered and budgeted the ARRA grants, CFP, Public Housing, and HCV programs totaling over \$2,500,000 annually.

Lead Based Paint Remediation: Tested all Public Housing units and abated any findings.

Asbestos Remediation: Tested all Public Housing units and abated any findings.

Gas meters: Switched out outdated HA paid gas meters to updated meters and tenant paid gas.

Executive Assistant July 2004-June 2010

Provided wide range of administrative duties to the Executive Director.

Key accountabilities: Included administrative functions (activity reports, ad-hoc reports, expense reports, Confidential correspondence, presentation development, and scheduling/calendar maintenance) combined with Event planning and coordination (travel arrangements, conference-call scheduling, meeting planning, Promotional events, and collateral-material preparations).

Grant writer: ARRA Competitive Grant of \$378,000 for Public Housing program. Grant writer for Florida Mitigation Grant of \$68,000.

EDUCATIONAL PROFILE

Daytona State College August 2010

Bachelor of Applied Science—Management and Supervision **with Honors**

Daytona State College August 2010

Associate of Arts—General Education **with Honors**

Daytona State College May 2005

Associate of Science—Accounting Technology **with Honors**

Anthony Deobil

Family Renew Community, Inc.

[REDACTED]

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Experience Summary

Overall Experience – Possess progressive experience in leadership, administration, program development and management, teaching and education. Personal characteristics and accomplishments are reflected in strong proven abilities and aptitude for leadership, people oriented personnel development, team building, encouragement, organization and being an effective leader.

Leadership – Served in various capacities with leadership duties including the development, implementation and oversight of several organizations, departments, programs and projects and the staff and volunteers involved.

- Administration of health service delivery systems from cradle to grave including newborn services all the way to hospice care.

- Reorganized and enhanced social service and ministerial delivery systems which improved capacity, efficacy, efficiency and received national recognition.

- Effectively worked with Boards of Directors maximizing their vision for the organizations for which they were responsible and effectively implementing their direction and goals.

- Successfully managed various annual budgets from several thousands of dollars to over \$500 million. Implemented successful financial strategies including organizational rightsizings to maintain the long-term viability of the operations involved.

- Developed various financing options including philanthropy, grants and new revenue streams to fund new projects as well as ensure the success of the organization.

- Managed multiple diversified grant portfolios valued from \$100K to over \$5.2 million.

Program Development – One of the strongest attributes I possess is the ability to successfully develop and inaugurate new programs and projects within an organization.

- Developed many new product lines and programs that dramatically improved the scope and/or quality of the organization.

- Designed and implemented promotional campaigns which advanced the program or service through various media outlets including print, graphic, web-based, video and social media.

- Able to take an organization's vision and mission and in turn developed and implemented programs, projects and products which fulfilled that vision.

- Oversight for various community-based drug and alcohol rehabilitation including prevention, residential, outpatient and support groups.

- Provided services to the poor, homeless and at risk individuals and families that included homeless prevention, food pantry, utility & rental assistance, emergency shelter, residential transitional work readiness, housing first rapid rehousing, and permanent supportive housing. We became the first two counties in the state of Florida to achieve Functional Zero among homeless veterans

- Responded to various crisis and disaster situations resulting in short-term and longer-term responses including a crisis bridge bed program which resulted in the placement of 138 chronically homeless individuals in permanent housing in a 6 month period.

- Pioneered a neighborhood visitation program in the inner city of Daytona Beach where teams of volunteers reach out to approximately 300 families helping to meet their spiritual, emotional and physical needs.

- Developed and implemented a Small Groups program which grew to over 65 groups with a weekly attendance in excess of 600 people.

- Developed a suicide prevention program which has been nationally recognized as a model for other colleges and universities.

Planned, organized and implemented large-scale community outreach events including conferences, festivals, health screenings and campaigns.

Personnel Development – Have established several high quality performance teams who have operated in unity to accomplish their assigned responsibilities thereby improving the overall organization performance and success.

Identified strengths and weaknesses within a workforce in order to put the right people in the right job thereby maximizing the team.

Provided direction to staff of various sizes, from small organizations of 20 to large organizations of over 3,500 employees working through management staff.

Capitalized on the strengths of individuals and provided guidance and training for their weaknesses to improve their overall performance.

Mentored individuals so they could take on more responsibilities allowing them to grow within an organization.

Effectively worked with and enfranchised a large volunteer base of workers to assist and accomplish the mission and vision of several organizations.

Employment History

Executive Director - Family Renew Community, Inc. Holly Hill FL - 2017 to present

Director of Social Services – The Salvation Army East Volusia & Flagler Counties, Daytona Beach, FL 2013 – 2017

Coordinator III, Center for Women and Men, Daytona State College, Daytona Beach, FL – 2012 to 2013 (Project Director of CCAMPIS Program and Fresh Start For Men)

Project SPEAK Coordinator (Suicide Prevention Education And Knowledge), Daytona State College, Daytona Beach, FL – 2009 to 2012

Community Outreach Director, Relevant Church, Daytona Beach, FL – 2008 to 2009

Groups Pastor, Calvary Christian Center, Ormond Beach, FL - 2004 to 2008

Administrative Associate, Plattsburgh First Assembly of God, Plattsburgh, NY – 1999 to 2003

President & Founder, Wilderness Resources Management Consulting Services, Lewis, NY – 1997 to 2005

Hospital Administrator & CEO, Elizabethtown Community Hospital, Elizabethtown, NY – 1995 to 1997

President & CEO, COO, Senior VP Resource Management, Divine Providence Hospital, Williamsport, PA – 1991 to 1995

Senior V. P. Quality Services, Horton Memorial Hospital, Middletown, NY -1985 to 1991

Education Background

IBM Corporate School of Leadership, Workforce Solutions Leadership Training, Armonk, NY

The W. Edwards Deming Institute, Corporate Leadership Training, Potomac, MD

New School for Social Leadership, Graduate School of Management and Urban Professions, Master Professional Studies (MPS) in Health Services Administration, New York, NY

Hunter College, Bachelor of Science (BS) in Environmental Sciences, New York, NY

Global University of the Assemblies of God, Berean School of the Bible, Certificate Ministerial Studies, Springfield, MO

Licensure

Licensed Minister, International Ministerial Fellowship, Navarre, MN, 2003

Awards

NAACP Daytona Beach, President's Award

Volusia/Flagler County Coalition for the Homeless, June Heister Award

The City of Daytona Beach Award of Recognition