

Juvenile Crime Prevention Council

At-A-Glance

Eligible for Reappointment

Name	District	Gender	Ethnicity
Barnett, Tom	6	Male	African American
Collier IV, Robert	5	Male	Caucasian/Non-Hispanic
Foster, Jessica	2	Female	African American
Gregory, Darrell	3	Male	African American
James-Williams, Kimberly	4	Female	African American
Johnson, Roshouny	3	Male	African American

Three (3) Two-year terms expiring June 30, 2027 (General Public slot)

Name	District	Gender	Ethnicity
Alcala, Aida	2	Female	Hispanic
Barfield, Renee	4	Female	African American
Cannon, Caneshia	1	Female	African American
Craft, Satoria	5	Female	Other
Frempong, Stephanie	2	Female	African American
Jones, Tamara	2	Female	African American
McAuley, Tanesha	5	Female	African American
Nicholson, Aquill *	3	Male	African American
Powers, Billy	1	Male	Other
Spates, Chanda	1	Female	African American
Tubbs, Tavia	1	Female	African American
Vasquez, William	1	Male	Hispanic
White, Carolyn	1	Female	African American
Woods, Rashanne	3	Female	African American

The JCPC Nominating Committee recommended the highlighted names.

(*) = Previously removed due to attendance. Now eligible for appointment.

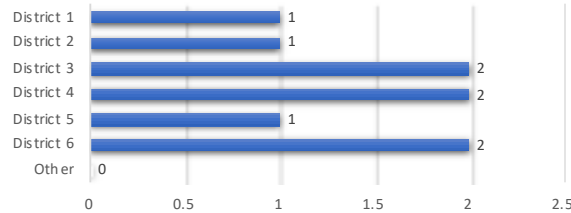
JUVENILE CRIME PREVENTION COUNCIL DEMOGRAPHICS

Districts

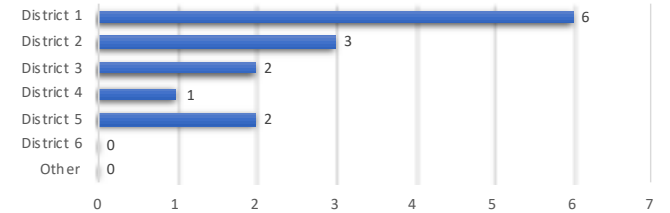
	Members	Applicants
District 1	1	6
District 2	1	3
District 3	2	2
District 4	2	1
District 5	1	2
District 6	2	0
Other	0	0
Total	9	14

BOCC Appointed Members

Members by District



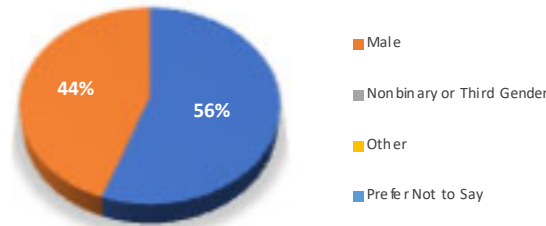
Applicants by District



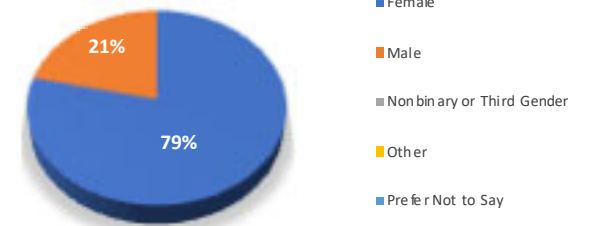
Gender

	Members	Applicants
Female	5	11
Male	4	3
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
Total	9	14

Members by Gender



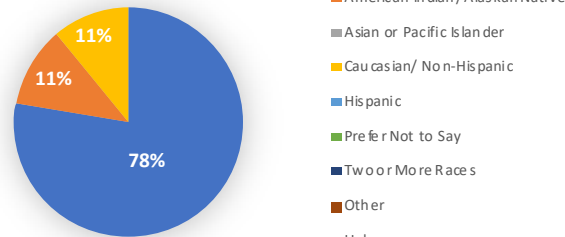
Applicants by Gender



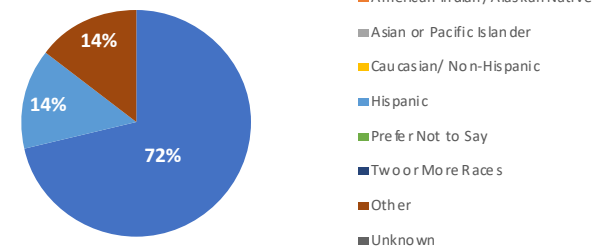
Ethnicity/Race

	Members	Applicants
African-American	7	10
American Indian/ Alaskan Native	1	0
Asian or Pacific Islander	0	0
Caucasian/ Non-Hispanic	1	0
Hispanic	0	2
Prefer Not to Say	0	0
Two or More Races	0	0
Other	0	2
Unknown	0	0
Total	9	14

Members by Ethnicity/Race



Applicants by Ethnicity/Race



Recommendation Statement

From: [Harper, Sonya L.](#)
To: [Little, Madison S.](#)
Cc: [Swann, Elizabeth](#)
Subject: RE: JCPC Appointment Packet Review
Date: Wednesday, May 28, 2025 3:19:22 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image008.png](#)
[image009.png](#)
[image010.png](#)

Hi Madison – I hope this message finds you well. The JCPC will not meet in June or July so it may be August before the Nominating Committee convenes to review new applications. However, if you plan to move applications before the BOCC in June, I suggest moving forward with the commissioner appointee positions that have already been vetted by the Nominating Committee (Alcala, Jones, Tubbs, Cannon and Nicholson.) I would like to have more than one applicant to consider for the business community position. The JCPC will need to recruit to fill the substance abuse, juvenile defense and under 21 positions.

Elizabeth is going to follow up with Meghann Lail to see if she plans to reapply for another term. Saron Zerai is graduating from high school and heading to college so she does not plan to reapply.

I believe the Health Department just hired someone that will fill their vacant seat but I need to follow-up with Raynard/Kim to confirm. I hope this helps but please let me know if you have any questions or would like to discuss further.

Take care,

--SLH



Sonya L. Harper

Director

Criminal Justice Services
715 E. Fourth Street, Charlotte, NC 28202

Mecklenburg County Government

[980-314-1701](tel:980-314-1701)

[Google Maps](#) | [MeckNC.Gov](https://www.MeckNC.Gov)



From: Little, Madison S. <Madison.Little@mecklenburgcountync.gov>
Sent: Wednesday, May 28, 2025 10:13 AM
To: Harper, Sonya L <Sonya.Harper@mecklenburgcountync.gov>
Cc: Swann, Elizabeth <Elizabeth.Swann@mecklenburgcountync.gov>
Subject: JCPC Appointment Packet Review

Good morning Sonya and Elizabeth,

It has been a while since we last spoke about the applicants for the General Public seats and Business Community slot. I have attached the updated application for the slots based on what each applicant put on their application. Several of those recommended by the nominating committee are no longer eligible.

Attached, you will find the applications and the previous recommendations. I highlighted those who were previously recommended within the packet and those who are up for reappointment and have not submitted their application. Their applications will be added once complete.

Please review and let me know if you have any questions. I plan to put JCPC on the agenda for our June 17, 2025, BOCC meeting. Recommendations for the Business slot and General Public slots will need to be submitted by June 11, 2025. I can also extend appointments to our July 1 meeting if needed.

Thank you,



Madison Little, MBA

Senior Administrative Support Assistant
County Manager's Office | County Clerk's Division | Advisory Boards
Mecklenburg County Government
Office: 980-314-2862 | Cell: 980-221-6567 | [MeckNC.Gov](https://www.mecknc.gov)



JCPC Nominating Committee

Task: Per request of CJS Director Sonya Harper, the Nominating Committee met on 3/21/25 to review applications of persons interested in being appointed to a general public slot on the JCPC. Present at the meeting: Judge C. Renee Little (Nom. Comm. Chair), Jessica Foster, Denise Steele-Campbell and Roshouny Johnson (via phone); JCPC board member Tom Barnett and Elizabeth Swann also attended meeting.

I. Candidate Review:

Aida Alcala

Pros: Healthcare background; Latinex (currently missing from Board)

Caneshia Cannon

Pros: Healthcare background

Walter "Terry" Gobble

Pros: Business experience; 20+ years as volunteer coach of students

Shekinah Haywood

Pro: Masters in Mental Health Therapy

Tamara Jones

Pro: Experience with Non Profits and youth programs

Aquil Nicholson

Pro: Some volunteer work with youth

Nikkia Smith

Pros: experience as therapeutic foster parent, spec. ed. teaching, has attended JCPC meetings

Michele Tokpah

Pros: Business experience, involved in other community orgs.






Tavia Tubbs

Pro: experience with CMS and Comm. In Schools

Joseph Williams



Pro: DJJ experience and previous service on 2 JCPC Boards

II. Recommendations for Unexpired Term Expiring June 20, 2025, ranked by preference:

1. Nikkeia Smith  Application expired in March . She did not reapply
2. Aida Alcala
3. Walter "Terry" Gobble  Terry's Application expired in March and has not reapplied.
4. Joseph William  Joseph's application exired in March. He has not reapplied
5. Tamara Jones
6. Michele Tokpal  Michele applied to the Women's Advisory Board and was appointed
7. Shekinah Haywood  Shekinah was appointed to the Small Business Advisory Board on March 18th, 2025
8. Tavia Tubbs

9. Caneisha Cannon
10. Aquil Nicholson

III. Recommendations for “Business” Seat, for July 1, 2025 term:

1. Walter “Terry” Gobble 
2. Michele Tokpah 

See comments on first page.
Also, this slot is no longer being considered

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Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Tom	B	Barnett
First Name	Middle Initial	Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

barnetttom0713@gmail.com
Email Address

1212 Over Stream Lane
Home Address

Matthews	NC	28105
City	State	Postal Code

Mobile: (980) 253-2725	Mobile: (980) 253-2725
Primary Phone	Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 6

How long have you been a resident of Mecklenburg County? Please include months, or years.

27 years

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

Bachelor of Arts, Political Science Texas State University, San Marcos, TX

City National Bank

Employer

Risk & Controls Executive

Occupation

Business and civic experience

Financial Services & Consulting Executive with expertise in Risk Management, Technology & Operations and process improvements.

Area of expertise and interests/skills

* Strategic Planning * Process Improvement * Project Management * Customer Care * Reporting & Analytics

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

To proactively create processes that might be implemented in decreasing juvenile crime activity.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

open

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

Rev. LeDayne McLeese Polaski, Executive Director, MeckMIN Mecklenburg's Metropolitan Interfaith Network.

[Tom_Barnett_resume_March_2023.doc](#)

Upload a Resume

Disclosure

Tom B Barnett

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Tom Benjamin Barnett III

Board Specific Questions

JCPC: What category do you fall under? *

☒ Faith Community

TOM BARNETT, III

Matthews, NC
linkedin.com/in/tbarnett3

980-253-2725
barnetttom0713@gmail.com

SUMMARY

Business Controls and Regulatory Compliance Executive with expertise in Technology and Operations, Sales and Product Management including call center, telephony infrastructure and consulting environments. Accomplished in collaborating with cross-functional teams and senior management to ensure programs, processes and initiative are seamlessly integrated and provide added value to the organization.

- Strategic Planning
- Project Management
- Reporting and Analytics
- Process Improvement
- Operational Excellence
- Quality Control Testing
- Six Sigma
- Customer Care
- Risk Management

PROFESSIONAL EXPERIENCE

SILICON VALLEY BANK (SVB), Charlotte, NC.

2022-present

Managing Director/Chief Controls Office

Leads a team of Business Risk Officers responsible for driving risk awareness, accountability and culture in becoming LFI compliant throughout the Private Bank Lending business units.

- Act as a trusted business partner and advisor responsible for driving consistent implementation of 1st line of defense risk management across the Lending, Specialty Commercial & Wine divisions.
- Ensures risks associated with business activities are effectively identified, measured, monitored and controlled.
- Partner with Compliance, Internal Audit, Legal and other process owners to identify risks, maintain compliance standards and mitigate risks.
- Established monthly risk review with Lending executive team for the continued adoption and education of risk activities.

SEMINAL GROUP, Charlotte, NC.

2016-

2022

CEO/Managing Partner

Provide expertise and new business development to financial services sector, municipalities specializing in strategic, operational and risk management.

- Created application and review process for FDIC in assuming assets of failed financial institutions with assets < \$10 billion.
- Utilization of risk management framework within policing processes to mitigate harm reduction and dollars associated with wrongful death suites.
- Developed reporting & analytics capabilities for multiple municipalities in effort to disposition 911 calls accurately and efficiently.

BANK OF AMERICA, Charlotte, NC.

2013 - 2016

Senior Vice President, Compliance Quality Control Reporting & Analytics Executive (2014-2016)

Led team of 42 associates in the execution, daily production and reporting supporting Quality Control (QC) testing across BAC Enterprise.

- Executive sponsor in leading multi-dimensional enterprise project to automate processes that provided proactive, thematic reporting for analytical analysis.
- Led system assimilation effort to reduce amount of testing systems (15) and determine optimal Quality Control testing tool, yielding \$9 million-dollar annual efficiency save.
- Met daily and monthly reporting obligations with 100% service level delivery.

TOM BARNETT

Page two

Senior Vice President, Business Control Monitoring & Readiness Executive (2013-2014)

Directed team of 12 in the implementation of Strong Risk Management program in remediation effort for Consumer Banking Services. Collaborated with Line of Business Heads in establishing strategic direction for the framework of risk functions in a regulated environment.

- Interfaced with regulatory and control partner, both internal (Risk, Compliance, Internal Audit) and external Office of the Comptroller of the Currency (OCC) in addressing remediation efforts and timelines across entirety of Consumer Banking Services.
- Consumer Banking Services met 1 year OCC mandate in the creation of processes to mitigate operational risk and Strong Risk Management.
- Evidence based risk management approach was adopted as 'best practice' across Consumer Banking group.

PERFICIENT CONSULTING Inc., Charlotte, NC.

2012 - 2013

Independent Consultant - Project Team Lead on an Enterprise Compliance project for a Global Financial Services firm.

- Created and implemented policies across firm to ensure compliance with OCC regulations.
- Implemented Document Management System to warehouse all high-risk document templates for utilization across the Enterprise, creating annual savings of \$10 million.

WELLS FARGO CORPORATION, Charlotte, NC.

2006 - 2011

Senior Vice President, Risk & Operational Loss Management Executive (2008-2011)

Directed operational risk programs for Debit and Credit Card Services including claim initiation and fulfillment, acquisition support and fraud recovery by managing team of 700+ associates across seven sites to support loss management operations.

- Leveraged business partner relationship and devised 90-day plan to meet and sustain service level commitments. Garnered support from Division Leader to expand staff and implement plan. Reduced attrition from 42% to 15%, and met answer rates, quality monitoring goals, and overall customer satisfaction scores.
- Directed telephony infrastructure and migration of Credit Card call centers into Wells Fargo's Card Services. As lead, delivered project (\$15 million budget) on time and within budget.

Senior Vice President, Card Services - Strategic Initiatives & Customer Experience Executive (2006-2008)

Oversaw various projects to provide incremental revenue and grow portfolio.

- Collaborated with marketing teams (Wachovia and Visa) to increase usage and drive incremental revenue, while partnering with Risk Management to decrease fraud. Achieved 96.6% authorization rate. Effort yielded approximately \$4 million in incremental revenue.
- Renegotiated contract between Wachovia and Visa. Held face-to-face monthly meetings to review service level terms and ensure quality—and created guidelines holding vendor accountable for day-to-day support. Generated \$2 million in operational efficiencies.

EXERVIO CONSULTING, Charlotte, NC.
2004 - 2006

Senior Manager

Led several projects over 18 months, supervising teams of 4-7.

- Led Fleet and Bank of America (BAC) Film & Image Fulfillment integration project. Developed gap analysis and devised risk ratings with contingency plans to mitigate risk. Achieved objectives within timelines, with 20% rolled throughput yield (RTY). Delivered \$500,000 in cost savings for client.
- Led initiative to “in source” high-volume staffing (HVS) organization from Hewitt to BAC. Change initiative for hiring process yielded 17,000 new hires annually within aggressive timeline.

TOM BARNETT
three

Page

BANK OF AMERICA - Charlotte, NC
- 2004

1992

Senior Vice President, Card Services - Sales Executive
 Senior Vice President, Consumer Commercial Operations
 Vice President, Technology & Operations
 Technology & Operations Managerial Training Program

EDUCATION/TRAINING

Bachelor of Arts, Political Science Texas State University, San Marcos, TX

Certified Six Sigma Green Belt; Certified Six Sigma Champion
 Project Management Certificate, University of South Carolina

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Reapplying

Robert

First Name

A

Middle
Initial

Collier Iv

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Rock

racollier@childrenshopealliance.org

Email Address

2627 Selwyn Avenue

Home Address

APT 3

Suite or Apt

Charlotte

City

NC

State

28209

Postal Code

Home: (980) 759-5828

Primary Phone

Home: (704) 500-9229

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 5

How long have you been a resident of Mecklenburg County? Please include months, or years.

8

My age range is (please select one): *

☒ 18 to 29

Ethnicity *

☒ Caucasian/Non-Hispanic

Gender *

☒ Male

Interests & Experiences

Education

High Point University, B.A. 2019

Children's Hope Alliance

Employer

Qualified Mental Health
Professional

Occupation

Business and civic experience

Functional Business Manager & Utilization Manager for the department in which I am employed: Intensive In-Home Therapy.

Area of expertise and interests/skills

Mental Health/Behavioral Health, Foster Care, Child Advocacy, Child Welfare, etc.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

NO

Why are you interested in serving on the board(s) to which you are applying?

I believe I provide a unique and directly relevant amount of expertise and experience to assist the JCPC Advisory Board in its purpose.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

5-10 Hours

How did you learn of the vacancy? *

☒ NotifyMe Email

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Robert A Collier IV

Board Specific Questions

JCPC: What category do you fall under? *

☒ Non-Profit

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Jessica M Foster
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

jessicamfoster@gmail.com
Email Address

400 Jones st
Home Address

Charlotte NC 28208
City State Postal Code

Home: (575) 644-7380 Home: (575) 644-7380
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 2

How long have you been a resident of Mecklenburg County? Please include months, or years.

8 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

Masters

United Way of Greater
Charlotte

Employer

Nonprofit

Occupation

Business and civic experience

NCARNG (10 years), Former Leadership Charlotte Program Director, Board member for the Bulb, community service chair for Charlotte Rugby Football Club

Area of expertise and interests/skills

Urban Management, Public Policy, Youth, Community and Police Relations, food security

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes jcpc

Why are you interested in serving on the board(s) to which you are applying?

In order to make a greater and longer lasting impact on my community

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

15

How did you learn of the vacancy? *

☒ Word of Mouth

[Foster_Jessica_civresume2020.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Jessica M Foster

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Non-Profit

Question applies to Charlotte-Mecklenburg Community Relations Committee

Are you willing to attend all meetings in-person?

- ☒ Yes ☐ No

JESSICA M. FOSTER

HUMAN SERVICES PROGRAM MANAGER

jessicamfooster@gmail.com

575.644.7380

Charlotte, NC

SKILLS & QUALIFICATIONS:

- Program Management • Program Implementation • Recruitment/Retention • Community Outreach
- Counseling/Advisement • Strategic Planning • Staff/Team Supervision • Eligibility Assessments
- Program Reporting/Measurement • Victim Advocacy • Community Development • Education

EDUCATION:

GRADUATE CERTIFICATE, URBAN MANAGEMENT AND PUBLIC POLICY

University of North Carolina- Charlotte | 2017

MASTER OF ARTS, HUMAN SERVICES COUNSELING: EXECUTIVE LEADERSHIP

Liberty University Online | 2011 - 2013

BACHELOR OF SCIENCE, ARCHITECTURE

University of Virginia | 2004 – 2008

EXPERIENCE:

NORTH CAROLINA NATIONAL GUARD SERVICE MEMBER | 2011 – PRESENT

VICTIM ADVOCATE (ACTIVE DUTY) | KUWAIT | 2019 – PRESENT

- Served as Sexual Assault Victim Advocate for Brigade Level of over 3,000 Service Members, created training and presentations aimed at educating unit personnel of the prevalence and effects of Military Sexual Assault.
- Worked as liaison between forward units and Sexual Assault Response Coordinators in the US to ensure proper transfer of care of victims, as well as, proper training for new victim advocates.

SENIOR PLATOON TRAINER | FORT BRAGG, NC | 2016 – 2019

- Worked with a team of tactical trainers and instructors in preparing Enlisted Soldiers to become Commissioned Officers in the North Carolina Army National Guard. Identified Soldiers strengths and weaknesses and employed Troop Leading Procedures, the fundamentals of leadership and basic military skills, to effectively complete 18 months of training culminating in more than 90 Soldiers being commissioned as Army Officers.
- Counseled Soldiers on civilian careers, military careers, and education options available to them. Interacted with Service Members in ranks of Private to Sergeant Major and took part in Non-Commissioned Officer professional development.

BATTLE CAPTAIN (ACTIVE DUTY) | GUANTANAMO BAY, CUBA | 2015 – 2016

- Assisted the Senior Leadership and strategic decision makers in planning and executing missions related to the Detention Center and Soldier movement.
- Collaborated with thirty five individuals in order to maintain daily records and reports describing, in detail, all accidents, incidents, and emergency situations pertaining to detainees

JESSICA M. FOSTER

HUMAN SERVICES PROGRAM MANAGER

jessicamfooster@gmail.com

575.644.7380

Charlotte, NC

and service members alike, several of which were briefed at the level of SOUTHCOM. Reviewed all detainee interactions and reports generated within the detention camps to disseminate to various individuals within the command. Ensured SOPs were followed by all personnel interacting with detainees. The team reviewed, generated, and disseminated over 3000 reports.

- Became the focal point in the Joint Operations Center for communications, coordination, and information management. Acted as central hub for all telecom and email communications between Southern Command, Army South, American Red Cross, Naval Station Guantanamo Bay, Joint Task Force, Joint Detention Group and two subordinate battalions totaling more than 6000 people.

MILITARY POLICE OFFICER | NCNG, 211TH MP CO, 1132ND MP CO, 105TH MP BN | 2013 – 2015

- Supervised the execution of the Five Military Police Battlefield functions: Maneuver and Mobility Support Operations, Area Security Operations, Law & Order Operations, Internment/Resettlement Operations, and Police Intelligence Operations in movement from NC to SD in order to train for Emergency Response Missions.
- Facilitated over \$150K in military equipment and assets; ensured all required materials for 39 Soldiers were shipped, accurately and effectively, for training 1600 miles away. Collaborated with various organizations to guarantee all equipment was in functioning condition and all Service Members maintained possession of their mission-critical issued items during training.

PROGRAM DIRECTOR | LEADERSHIP CHARLOTTE | 2018-2019

- Primarily responsible for the success of the Leadership Charlotte flagship program, as evaluated by such measures as program efficiency and financial success. Responsibilities included planning, documenting, evaluating, and managing the program and program budget to further Leadership Charlotte's organizational culture and philosophies.
- Supervised nine teams of 8 to 10 Leadership Charlotte Alumni in planning curriculum and presentations for the current class of forty future community change makers on topics covering the City of Charlotte's diversity and inclusion efforts in order to broaden their perspectives on how they can impact in their respective fields.

HOTEL, RESTAURANT, AND TOURISM MANAGEMENT/ HOSPITALITY | 2009 – 2015

CHEF | EUREST/TIAA-CREF | 2014 - 2015

- Supported three convenience stores through their daily operations by creating a program including guidelines, prep sheets, time sheets, waste sheets, and menus for grab & go stations that supplied house made meal items.
- Supervised and trained personnel hired to supplement station as menu expanded and assisted in the ordering and receiving of all food and supplies as required.
- Coordinated business processes with store clerks and cashiers, which reduced waste and improved overall profit.

JESSICA M. FOSTER

HUMAN SERVICES PROGRAM MANAGER

jessicamfooster@gmail.com

575.644.7380

Charlotte, NC

MANAGER | FATZ CAFÉ | 2009 – 2013

- Managed overall operations of the Heart of the House. Hired, fired and scheduled all kitchen staff and assisted in management of service associate scheduling, training, and labor cost for the front of house. Trained staff to open and close the store as needed, ensuring accurate cash handling and adherence to cash management policies. Established processes for providing customer service.
- Conducted weekly audits of store inventory and resource allocation, made truck purchase orders for produce, food, beer, wine, and liquor based on projected sales goals. Supplemented the existing bar menu in order to improve liquor sales to 5% of total sales. Maintained a standard in which the kitchen and front of house were cleaned on a regular schedule and met all sanitary regulations and food service policies.
- Ensured proper food preparation, kitchen safety techniques were followed and that Fatz's standards were upheld. Verified all food items were appealing to the eye, cooked properly, proportioned correctly, and served quickly.

CERTIFICATIONS:

PMP | PMI | In Progress

Contracting Officer Representative |
Defense Acquisition University | In Progress

Top Secret SCI Security Clearance |
OPM, exp 11/2020

Victim Advocacy |
• Sexual Assault Response Coordinator Career
Course | DoD, Ft Leavenworth, MO 2019

• State of NC Victim Assistance Academy |
NCVAN, Raleigh, NC 2018

• DoD Sexual Harassment/Assault Response
Prevention VA Level 2 |
D-SAACP, Ft. Bragg, NC 2015, EXP 2021

Emergency Management |
• FEMA Professional Development Series |
EMI, 2019

• Community Emergency Response Team |
NC TERMS CERT, Charlotte, NC 2017

**Applied Suicide Intervention Skills Training
(ASIST) Level 1** |
Living Works Inc., Charlotte, NC 2014

TECHNICAL SKILLS:

Microsoft Office | Proficient

Adobe: Acrobat, InDesign, Photoshop | Intermediate

CAAD: Rhinoceros, Sketch Up | Skilled

ArcMap GIS | Beginner

VOLUNTEER AND MENTOR EXPERIENCE:

**MARKET VOLUNTEER AND BOARD MEMBER |
BULB GALLERY AND FRIENDSHIP TRAYS**
Collect food donations to establish markets and provide
free produce in local food deserts.

CORP MEMBER | AMERI-CORPS JUMPSTART
Provided mentoring services to children (ages 3-5) to
prepare them for entrance into kindergarten by working
in group settings to develop motor and social skills.

SUMMER CAMP INTERN VOLUNTEER |
URBAN PROMISE MINISTRIES

- Worked with a team of volunteers to implement a free
summer camp serving 200+ for children (ages 4-10).
- Served as a mentor/role model for participants and
Street Leaders (ages 11-17).

STUDY ABROAD, GHANA |
UNIVERSITY OF VIRGINIA

Recorded oral histories of local celebrities and their
families to help bolster Cape Coast tourism.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Darrell Gregory
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

None

dar.1016gregory@gmail.com
Email Address

2315 Catalina Rd
Home Address

Charlotte NC 28206
City State Postal Code

Mobile: (704) 288-9288
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

30 years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

High School Degree

Primary Care Solutions
Employer

Level III Program Manager
For Mental Health
Occupation

Business and civic experience

Previous member and Chair of the JCPC (over 4 years ago), Non-profit experience, member of civil organizations, board member of a few non-profits

Area of expertise and interests/skills

Management of mission goals, juvenile mental health, juvenile crime reduction

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes. I served as the Chair of the JCPC for 4 years over 4+ years ago.

Why are you interested in serving on the board(s) to which you are applying?

I was asked to come back and serve as a member and chair. The current Chair is serving temporarily and looking for continuity on the board.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

10-15

How did you learn of the vacancy? *

☒ Word of Mouth

[Darrell_s_Current_Resume_1_1.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Darrell Gregory

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Darrell Gregory

Board Specific Questions

JCPC: What category do you fall under? *

☒ Non-Profit

Darrell J. Gregory

3828 Delgany Dr. Charlotte, NC. 28215 3 C*704-288-9288 * dar.1016gregory@gmail.com

OBJECTIVE

To utilize my expertise in program development and management to enhance programs for Charlotte Mecklenburg youth and families. To be a change agent, to inform, engage with families and communities with the goal of leaving them in a better state. To continue to teach our most harmed and vulnerable communities the importance of informed voting. To empower our overlooked and underserved communities and voters.

HIGHLIGHTS

- Over 19-years' experience managing for profit and nonprofit corporations
- Senior manager of an evidence-based mentoring program for Mecklenburg County
- Executive member of City, County and State level policy and funding committees for youth services
- Commendations for community engagement from Mecklenburg County Board of County Commissioners, City of Charlotte Mayor's Office (2), US Army State Community Advisory Board, RESCARE Youth and Family, National Police Activities League, U.S. Marine Corps Reserve Commander's Award (2) and Boys to Men Foundation (2)
- Over ten (17) years' experience in volunteering for organized community, City and County events, informing the public on local issues affecting the quality of life, individuals running for office and voting records.
- Training individuals for effective phone bank operations, identifying low voter turnout communities and engaging those to unite and become informed for a better, equitable Charlotte community, Mentoring and training mentors for at-risk and marginalized juveniles and families

PROFESSIONAL EXPERIENCE

- Provided technical assistance and oversight for county funded programs
- Oversee daily operations of a private youth foundations serving low performing schools
- Recruit and develop mentors for over 100 youth and families
- Provide the entire staff with professional development opportunities to assist them in developing programs strategies appropriate for meeting the various needs of students
- Evaluate all programs, including program impact on student outcomes and submit annual performance reports to the Executive Committee
- Insure that program management goals and objectives are achieved according to funding mandates and the Board's constitution and by-laws
- Develop city and county grant proposals to sustain organizational programming
- Evaluate internal operations to improve organizational effectiveness and efficiency
- Provide workshops on best practices for Mecklenburg County youth organizations
- Establish minimum standards for the design and delivery of Mecklenburg County juvenile services
- Immediate Past-Chairman for the City of Charlotte's Mayor's Mentoring Alliance (Volunteer)
- Immediate Past-Chairman/Current member for the Department of Public Safety Adult Corrections Juvenile Justice JCPC for Mecklenburg County (Volunteer)

- Advisory Board Member for the 26 District Mecklenburg County Youth Coalition (Volunteer)
- Member of the U.S. Army State Community Advisory Board (Volunteer)
- Member of the North Carolina Department of Public Instruction Mental Health and Drug Abuse Advisory Board (Volunteer)
- Mecklenburg County Logistics Chief for The Marine Corp Reserve Battalion Toys 4 Tots (Volunteer)
- Committee Member of Race Matters for Juvenile Justice (Volunteer)
- Past Event Chairman for the City of Charlotte Mayor's Mentoring Alliance (Volunteer)
- Develop partnerships with community-based agencies to strengthen service delivery and enhance programs and service offerings for students and their families
- Training Certifications: financial packaging and lending assistance, best practices mentor training, county and state infrastructure for Juvenile Crime Prevention Council and City/County Government
- Organize community events, canvass targeted communities for issue-based campaigns, voter registration drives and phone banks. Organized and trained individuals for effective contacts with the goal of making informed voters.
- Canvassing areas in Charlotte to register non-registered citizens
- Training canvassing recruits

WORK HISTORY

1998-2004	Chief Executive Officer-----DST Cleaning Solutions Inc.
2004-2011	Branch Manager-----Trius Cleaning Services
2004-2008	Business Consultant -----Reach One-Teach One Academy Inc.
2008-2013	Vice President of Operations-----Boys 2 Men Foundation
2013-2017	Program Director -----Police Activities League
2017-Present	Youth Based Strategies of Mecklenburg County CEO/Executive Director
2018-2021	Level III Residential Program Manager, QPPMH for Mental Health @ Primary Care Solutions
2018-2019	NAACP Charlotte/Community Collaboration Chair
2019-2021	NAACP Charlotte 1 st Vice-President
2021-2023	NAACP Charlotte Treasurer
2019-2023	Charlotte U2U Program Director

EDUCATION

High School Diploma, Charlotte Mecklenburg Schools
National Mentoring Certification
NCI Certification
Medication Management Certification
Conflict Resolution Certification
Cognitive Behavior Management Certification
Power Struggle Behavioral Management Certification
Life Skills Training
ADHD Training
ADD Training
Mental Health Management Training
General First Aid Training
Infant First Aid Training
AED Certification
CPR Certification

BOARDS AND COMMITTEES

Mecklenburg Juvenile Crime Prevention Council	City of Charlotte Mayor's Mentoring Alliance
US Army Community Advisory Board	26 Judicial District Mecklenburg County Youth Coalition
North Carolina Department of Public Instruction Mental Health and Substance Abuse Committee	
Charlotte-Mecklenburg NAACP Executive Board Member / Treasurer	

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Kimberly James-williams

First Name

Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Kimberly Williams

misskim120@gmail.com

Email Address

5941 Amity Springs Dr.

Home Address

Charlotte

City

NC

State

28212

Postal Code

Mobile: (248) 850-6043

Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

15 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Kimberly James-williams

Education

MSW-University of Michigan BA, Psychology-Michigan State University BA, Communication-Michigan State University

Slalom Consulting

Employer

UX Researcher

Occupation

Business and civic experience

Experience Design Consultant, Slalom Child Development-Community Policing Clinical Supervisor, Mecklenburg County CDSA Service Coordinator, Mecklenburg County LMHC, Community Support Services, Mecklenburg County NCCADV CBI Leaders under 40 class 6 HYP 2011-2016

Area of expertise and interests/skills

Strong background and interest in child development, trauma and mental health. Experience with community policing and an understanding of epigenetics and how trauma and experience impacts child development.

Additional Comments

None

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes, JCPC 2024

Why are you interested in serving on the board(s) to which you are applying?

I am no longer working for Mecklenburg County and I miss the impact of working directly with youth who may have experienced trauma. I have worked at the intersection of childhood trauma and policing and feel I can bring a unique perspective to this role. I want to support the children and youth of this county and help make informed decisions around juvenile justice.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

2-3

How did you learn of the vacancy? *

☒ Word of Mouth

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Kimberly James-Williams

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Business Community

Kimberly James-Williams

MSW, LCSW

(248) 850-6043

MissKim120@gmail.com

EDUCATION

University of Michigan, December 2009

Masters of Social Work, LCSW

Concentration: Interpersonal Practice/Children and Youth

NC Infant Toddler and Family Specialist

Trauma Specialty

Michigan State University, May 2008

Bachelor of Arts, Psychology

Concentration: Child Development/Counseling

Major G.P.A. 3.5/4.0

Bachelor of Arts, Communication

Concentration: Interpersonal Communication

Major G.P.A. 3.8/4.0

PROFESSIONAL EXPERIENCE

Experience Design Associate Consultant, Slalom Consulting (May 2022-Present)

- Plan, conduct, and oversee research projects with varying methodologies including usability testing, interviews, field research/contextual inquiry, surveys, and more
- Advise UX designers, product managers, and other key stakeholders on best research practices
- Work collaboratively with multidisciplinary teams to provide support and creation of research operation practices
- Facilitate and develop workshops and co-creation sessions
- Engage with businesses in strategic conversations, determine design resourcing and collaborate on service design teams
- Working knowledge of design methodologies and tools
- Utilize customer journey mapping and service design blueprinting processes to develop insights about customer needs, expectations, pain points and opportunities

Child Development-Community Policing Clinical Supervisor, Mecklenburg County Public Health, Charlotte, NC (June 2017-May 2022)

- Supervised a team of 8 Clinicians who provide acute trauma therapy services to children in and around Mecklenburg County.
- Assisted Clinicians in creating and maintaining appropriate goals related to service provision and license requirements.
- Conducted regular chart reviews to ensure appropriate and timely clinical services are provided to families served.
- Available 24/7 during bi-weekly on call rotation to provide immediate support and/or response to Clinicians and families in the community.
- Partnered with community agencies such as Child Protective Services (CPS), Mecklenburg County Public Defender's Office (DA, ADA), and Charlotte Mecklenburg Police Command Staff to update and create programs and policy to support families in the community.
- Provided Clinical supervision to all staff including provisionally licensed LSCW candidates to obtain full licensure.
- Was responsible for our morning intake process including reviewing and processing up to 60+ cases daily.
- Completed mid-year and yearly reviews for Clinicians.
- Provided onsite trainings to LEO with CMPD and through partnership with the Mecklenburg County CIT program.

- Proficient with various technology platforms and utilizing technology to provide supervision, attend meeting and provide service/support to community members.

Child Development-Community Policing Clinician, Mecklenburg County Public Health, Charlotte, NC (October 2014-June 2017)

- Provided acute trauma therapy services to children in and around Mecklenburg County ages 0-17.
- Assessed, provided psychoeducation and interventions to children and families who exhibited trauma symptoms.
- Available 24/7 during on call rotation to provide immediate response to children and families who were witnesses to or victims of violent crimes and other traumatic incidences.
- Effectively partnered with Charlotte-Mecklenburg Police Department officers for daily visits, interventions, safety planning and community supports.
- Collaborated with Pat's Place (local CAC) to provide an upcoming evidenced based therapeutic practice-Child and Family Traumatic Stress Intervention (CFTSI) to children and families identified through the forensic interviewing process.
- Provided direct supervision to MSW interns. Attended necessary supervisory trainings and completed mid-year and yearly performance reviews.
- Partnered with community agencies such as Child Protective Services (CPS), Charlotte Housing Authority (CHA), Mecklenburg County Courts and others to provide appropriate resources and linkage to families being served.
- Provided officer and community training related to trauma and its impacts on children and the community as a whole. Provided direct training to incoming rookie officers regarding the CDCP program.

Service Coordinator, Mecklenburg County Public Health, Children's Developmental Services, Charlotte, NC (February 2012-September 30, 2014)

- Conducted home visits and provided supports to families of children birth-age 3.
- Completed progress notes within 24 hours documenting the visit.
- Arranged, provided linkage, integration, coordination, and monitored the delivery of services, including evaluation, assessment, medical, and health services, across agency lines, and serving as a liaison between parents and other service providers including medical and professional services.
- Assessed child and family concerns, priorities, and resources on a regular basis; assessing the child's development and monitoring the child's progress toward identified outcomes.
- Created the Individualized Family Service Plan and had primary responsibility for the development, implementation, and reviews of the Individualized Family Service Plan.
- Assisted parents of eligible children in identifying and gaining access to the early intervention services in the community and other services identified in the Individualized Family Service Plan.
- Assisted families by providing knowledge, information, and support in order to access needed services.
- Demonstrated an understanding of early childhood development and developmental delays and disabilities as well as children's reactions and responses to traumatic experiences.

Licensed Clinician, Mecklenburg County, Community Support Services, Prevention and Intervention Services-Formerly, Women's Commission, Charlotte, NC (June 2010-February 2012)

- Provided individual and group therapy and support services to women who are victims and survivors of domestic violence.
- Facilitated support groups as well as legal clinic services.
- Educated women and children on domestic violence and its effects.
- Utilized safety planning strategies to assist women in maintaining and obtaining safety.
- Provided case management services to women served and worked closely with other agencies including the Department of Social Services, substance abuse services, CMPD, and the Safe Alliance Shelter.

PROFESSIONAL MEMBERSHIPS

Postpartum Support International MMH/Perinatal Mood and Anxiety Disorder Trained (December 2019)

- Working toward IPT therapeutic model certification
- Willing to be certified in MMH

North Carolina Infant Mental Health Association (November 2012-present)

- Founding member of the NCIMHA.

North Carolina Coalition Against Domestic Violence Certified (February 2012-present)

- Completed required trainings to obtain and maintain an understanding of domestic violence and its effects on men, women, and children affected.

Community Based Initiative (CBI)-Leaders Under 40

- Member; graduated May 2017

Habitat for Humanity Young Professionals (September 2011-2016)

- Events Chair 2012-2014 term.
- Work with Habitat for Humanity Young Professionals in Charlotte, NC.
- Develop and manage events for the organization.
- Participate in monthly home building activities throughout Charlotte, NC.

Alpha Kappa Alpha Sorority, INC (12/2005-present)

- Engage in and promote community service activities.
-

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Roshouny Johnson
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

R. Matthew

roshouny@aol.com
Email Address

13210 White Moon Ct.
Home Address

Charlotte NC 28213
City State Postal Code

Home: (919) 491-9192
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

8

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Education

Undergraduate- B.S. Construction Management & Engineering Graduate- Master of Business Administration

Dell Technologies

Employer

Program Manager

Occupation

Business and civic experience

- Charlotte Civic Leadership Academy Graduate - Licensed Charlotte Mecklenburg Therapeutic Foster Parent - Board member of Foster Village Charlotte - 14+ years of professional corporate real estate experience

Area of expertise and interests/skills

- Corporate Real Estate - Social Justice - Inclusion & Diversity - Business Management - Coaching / Mentoring - Construction Engineering and Design

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

Serving on the board will allow me to give back to the community and support our city initiatives in regard to upward mobility for our youth.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

8

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

I attended a meeting, and it was brought to my attention that I could be a good fit.

[R. Matthew Johnson Resume 2023.pdf](#)

Upload a Resume

Disclosure

Roshouny Johnson

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Roshouny Matthew Johnson

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Faith Community
- ☒ Business Community

R. Matthew Johnson, MBA

13210 White Moon Ct. Charlotte, NC 28213 • (919) 491-9192 (C) • roshouny@aol.com (E)

PROFESSIONAL SUMMARY

Corporate real-estate professional with experience working with commercial project teams to ensure the progression of client real-estate portfolios. Able to handle high volumes of documented and electronic information in a fast-paced environment, with minimum supervision, while maintaining emphasis on top quality. Excellent listening, oral and written communication skills. Client focused, comfortable in interacting with all levels of an organization and with general public. Excellent problem solving and negotiating skills. Able to make decisions independently and quickly with minimal escalations.

EDUCATION

North Carolina Agricultural and Technical State University, Greensboro, NC
Bachelor of Science, Construction Management

North Carolina Central University, Durham, NC
Masters of Science, Business (MBA)

EXPERIENCE

Corporate Real Estate Program Manager, Senior Lead

Dell Technologies

Charlotte, NC

August 2020 – Present

- Lead over \$200M of capital construction projects for Dell technology for North America
- Management of various partner, contractor, and vendor contracts

Project Manager

Jones Lang LaSalle, Americas

Charlotte, NC

May 2013 – August 2020

- Organized and lead corporate office improvements in collaboration with occupancy planning, project management and architectural teams, as required for variable and dedicated clients.
- Responsible for the successful relocation of thousands of end-users in multiple corporate offices and real-estate properties throughout the United States.
- Proactivity focused on meeting project requirements in a timely and cost effective manner.

Project Engineer

American Safety Products

Raleigh, NC

June 2012 – May 2013

- Participated in the continuous updating of daily reports/ field notes and pay schedules.
- Assisted with the research and preparation of field change requests/ change orders to resolve design issues.
- Performed additional assignments and responsibilities as assumed or requested by supervision.

Assistant Project Manager

CBRE - HEERY

Durham, NC

April 2011 – August 2011

- Provided technical information to subcontractors to ensure project complies with all engineering standards, codes, specifications and design instructions of projects valuing over \$14.5 million.
- Recommended and researched solutions to design document problems, conflicts, interferences and errors/omissions saving the company money.
- Attended and contributed in project coordination discussions and owner/contractor/architect/engineer meetings.

TECHNICAL SKILLS

FMS, Carrigo, Clarizen, MS Office Suite Products, CADD, iSqFt 10, Primavera p3, Prolog, Sure Script, ProEst, MAC (move management program), Microsoft Office, Timberline, Constructware, Mac OS X Operating System, Windows Operating System

PROFESSIONAL AFFILIATIONS

CPR & AED Certified (Cardiopulmonary Resuscitation & Automated External Defibrillators)

November 2012 - Present

5.5 CEU Credits (Construction Contractors Certificate Program)

March 2012 - Present

North Carolina A&T State University (Alumni Affiliation)

December 2011 - Present

OSHA Safety Hours

November 2011 - Present

Associated General Contractors (Member)

August 2008 - Present

NC Board of Pharmacy (Certified Pharmacy Technician)

August 2006 - Feb 2011

Construction Management Association of America (Vice President)

August 2010 - Dec 2011

Construction Management Office of Sponsored Programs (Assistant)

August 2010 - Dec 2011

Juvenile Crime Prevention Council

Applicants-A-Glance

Two (2) Two-year terms expiring June 30, 2027
(General Public slot)

Name	District	Gender	Ethnicity
Alcala, Aida	2	Female	Hispanic
Barfield, Renee	4	Female	African American
Cannon, Caneshia	1	Female	African American
Craft, Satoria	5	Female	Other
Frempong, Stephanie	2	Female	African American
Jones, Tamara	2	Female	African American
McAuley, Tanesha	5	Female	African American
Nicholson, Aquill *	3	Male	African American
Powers, Billy	1	Male	Other
Spates, Chanda	1	Female	African American
Tubbs, Tavia	1	Female	African American
Vasquez, William	1	Male	Hispanic
White, Carolyn	1	Female	African American
Woods, Rashanne	3	Female	African American

The JCPC Nominating Committee recommended the highlighted names.

(*) = Previously removed due to attendance. Now eligible for appointment.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Aida B Alcala
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

NA

aalcala@novanthealth.org
Email Address

1612 Savory Lane
Home Address

Charlotte NC 28216
City State Postal Code

Mobile: (704) 309-2619
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 2

How long have you been a resident of Mecklenburg County? Please include months, or years.

15 years

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ Hispanic

Gender *

☒ Female

Interests & Experiences

Aida B Alcala

Education

I hold a BA in Educational Studies and a Minor in Psychology

Novant Health

Employer

Community Health Worker

Occupation

Business and civic experience

Experience COMMUNITY HEALTHCARE WORKER/REGISTERED MEDICAL ASSISTANT | NOVANT HEALTH | SEPTEMBER 2021 TO PRESENT • Serve as a liaison between the clinic and the patient and match available resources with the needs of the patient. • Assist patient with Novant Health Charity Care applications/Nc MedAssist applications/Pharmaceutical applications/Nc Medicaid/Nc Food and Nutrition Services applications. • Make referrals via the MyCommunity platform for food, clothing, housing resources, bill assistance, etc. • Recruit eligible patients for the CHW 90 day program. • Responsible for asking Social Determinants of Health questionnaire. • Perform medical assistant duties which include obtaining patient vital signs, weight, blood pressure, pulse, temperature, administer vaccines, phlebotomy. • Serve as an interpreter between Spanish speaking patients and non-Spanish speaking providers. COMMUNITY HEALTHCARE WORKER/REGISTERED MEDICAL ASSISTANT | LAKE NORMAN COMMUNITY HEALTH CLINIC | JANUARY 2019 TO AUGUST 2021 • Performed skills associated with the role of a registered medical assistant which includes obtaining patient vital signs, weight, blood pressure, pulse, temperature, vision screenings, hearing screening, lab specimen collection. • Worked in the front office answering a heavy amount of phone calls. • Checked in patient, checked out patients, updated patient demographics. • Obtained prior authorization for procedures. • Collected monies owed, performed end of day balance, and closed daily batch. • Performed eligibility screenings for the patient and determine if patient was qualified to be a patient of the clinic. • Responsible for asking the social determinants of health questions to patients which allowed me to connect the patients with available resources within the community, as well as, made referrals for local pantries, clothing stores, using the NC 360 platform. • Was Community Health Educator, educating patients with diabetes, hypertension, various healthcare needs. • Served as an interpreter between patient and provider.

Area of expertise and interests/skills

North Carolina Notary Public Registered Medical Assistant Community Health Worker I am interested in learning more about the community, the individuals in the community, and the programs in the community. The existing programs and those that can be created.

Additional Comments

See letter of reference: DeAn White, M.Ed., NCC, LCMHCS, LCAS, CCS 1335 Elizabeth Ave Health Careers Building, RM 3134 704.330.6749 DeAn.White@cpcc.edu 02/14/2023 To Whom It May Concern, It is my pleasure to write a letter of recommendation on behalf of Barbara Alcala who is applying for a CHW Ambassador position. I met Barbara while she was taking Central Piedmonts Community Health Worker foundation class and know her in a teaching/student capacity. Barbara has been a life long learner. She received her first degree, a Bachelors of Arts in Educational studies from Belmont Abbey College. This was during a time when she was a single parent, working and going back to school as a nontraditional student. She has since returned to Central Piedmont twice, once for an Associates in Arts and for the CHW foundation class. I think all of this speaks to her perseverance and her belief that education is of great importance. This matches one a CHW's purpose of educating clients to gain more autonomy and make informed decisions about their own health. While in class Barbara was a contributor and talked about her personal experience working in the healthcare field. Prior to this class she was a diabetic and hypertension health educator. She was able to give feedback and information that was relatable and relevant for others in the class. Barbara was conscientious about her work and her work was done in a timely manner. Since our class, she is now working as a Community Health Worker for Novant in Charlotte, NC continuing her path and passion for helping people. I believe that Barbara would be an excellent candidate for the Ambassadorship. She has many of the characteristics needed to be an effective CHW. She has shown self-empowerment and self-determination as she returned to school and completed all the programs she started. Through her work as a CHW she is able to be an advocate and do outreach for communities that are often provided with inadequate care or resources. She believes in what she does and wants to sincerely make a difference in the community. Sincerely, DeAn White, M.Ed., NCC, LCMHCS, LCAS, CCS DeAn White, M.Ed., NCC, LCMHCS, LCAS, CCS Program Chair for the Addiction and Recovery Studies Program Central Piedmont Community College

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Not as of yet. However, I will begin serving on a Mecklenburg County board/commission as of January 2024. It is for the CharMeck COC and I will be participating in the CoC Healthcare Workgroup.

Why are you interested in serving on the board(s) to which you are applying?

I am interested in this program because this year I was a victim of vehicle theft. Unfortunately my vehicle was stolen by a juvenile. I would love to work together with the juvenile system to keep juveniles off the streets. Keeping them safe. Instead of committing crimes, having them be successful individuals. Encouraging them to go to school. Be a mentor. Perhaps have them enroll in a big brother, big sister program. The juveniles need our love in order to succeed in life.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

Hours required

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[AidaBAlcalaResume03062023Community_health_Educator.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Aida Barbara Alcala

Aida B Alcala

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Non-Profit

Aida Barbara Alcala

1612 Savory Lane Charlotte, North Carolina 28216 | 704-309-2619 | Aalcala3@email.cpcc.edu

Objective

Dedicated professional with over 20 years of experience and proven knowledge of excellence in patient care, customer service, clinical services, analyzation, and data collection. I aim to leverage my skills and to be able to fill the position of Community Health Educator.

Education

BACHELOR DEGREE | DECEMBER 2019 | BELMONT ABBEY COLLEGE BELMONT, NC

- Major: Educational Studies
- Minor: Psychology
- GPA: 3.9

ASSOCIATE DEGREE | MAY 2018 | CENTRAL PIEDMONT COMMUNITY COLLEGE CHARLOTTE, NC

- Major: Arts
- Minor: NA
- GPA: 3.5 – 4.0

Awards & Honors

- Belmont Abbey College Dean's List 2018
- Belmont Abbey President's List 2019
- Kappa Delta Pi 2019
- Delta Epsilon Honor Society 2019
- Central Piedmont Community College President's List 2017

Extra-Curricular Activities

- President of Kappa Delta Pi Honor Society at Belmont Abbey College 2019

Additional Skills

- Fluent in Spanish/English – Read, Write, Speak Spanish
- Knowledge of Word Perfect
- Knowledge in Windows
- Knowledge in Microsoft Excel
- Knowledge in Outlook
- Knowledge in Epic/Centrix computer software Novant Health

Certifications

- Registered Medical Assistant
- Notary Public
- Completion of CHW program
- Fast Track ESL Instructor

Experience

COMMUNITY HEALTHCARE WORKER/REGISTERED MEDICAL ASSISTANT | NOVANT HEALTH | SEPTEMBER 2021 TO PRESENT

- Serve as a liaison between the clinic and the patient and match available resources with the needs of the patient.
- Assist patient with Novant Health Charity Care applications/Nc MedAssist applications/Pharmaceutical applications/Nc Medicaid/Nc Food and Nutrition Services applications.
- Make referrals via the MyCommunity platform for food, clothing, housing resources, bill assistance, etc.

- Recruit eligible patients for the CHW 90 day program.
- Responsible for asking Social Determinants of Health questionnaire.
- Perform medical assistant duties which include obtaining patient vital signs, weight, blood pressure, pulse, temperature, administer vaccines, phlebotomy.
- Serve as an interpreter between Spanish speaking patients and non-Spanish speaking providers.

COMMUNITY HEALTHCARE WORKER/REGISTERED MEDICAL ASSISTANT | LAKE NORMAN COMMUNITY HEALTH CLINIC | JANUARY 2019 TO AUGUST 2021

- Performed skills associated with the role of a registered medical assistant which includes obtaining patient vital signs, weight, blood pressure, pulse, temperature, vision screenings, hearing screening, lab specimen collection.
- Worked in the front office answering a heavy amount of phone calls.
- Checked in patient, checked out patients, updated patient demographics.
- Obtained prior authorization for procedures.
- Collected monies owed, performed end of day balance, and closed daily batch.
- Performed eligibility screenings for the patient and determine if patient was qualified to be a patient of the clinic.
- Responsible for asking the social determinants of health questions to patients which allowed me to connect the patients with available resources within the community, as well as, made referrals for local pantries, clothing stores, using the NC 360 platform.
- Was Community Health Educator, educating patients with diabetes, hypertension, various healthcare needs.
- Served as an interpreter between patient and provider.

LANGUAGE INTERPRETER | LANGUAGE RESOURCE CENTER | MAY 2015 TO JANUARY 2019

- Followed ethical codes that protect the confidentiality of patient information.
- Translated messages simultaneously or consecutively into specified language, orally.
- Proofread, edited, and revised translated materials.
- Reviewed translations of technical terms and terminology to ensure information had been translated accurately.

INSTRUCTIONAL AIDE | CHARLOTTE MECKLENBURG SCHOOLS | SEPTEMBER 2017 TO JUNE 2018

- Provided extra assistance to students with special needs such as, non-English speaking students or those with physical and mental disabilities.
- Supervised students in classrooms, halls, cafeteria, school yards, gymnasiums, or on field trips.
- Tutored and assisted children individually or in small groups to assist them in mastering assignments and to reinforce learning concepts presented by instructors
- Presented subject matter to students under the direction and guidance of teachers, using lectures, discussion, or supervised role-playing methods.
- Prepared lesson materials, bulletin board displays, exhibits.
- Distributed teaching materials such as textbooks, workbooks, paper, and writing equipment to students.
- Assisted students with the use of computers, audio-visual aids, and other equipment required for education.

MEDICAL ASSISTANT | NOVANT MEDICAL CENTER | SEPTEMBER 2009 TO AUGUST 2015

- Recorded patients' medical history, vital statistics, or information such as test results in medical records or patient chart.
- Prepared treatment rooms for patient examinations, kept rooms neat and clean.
- Cleaned and sterilized instruments and disposed of contaminated supplies.
- Prepared and administered medications as directed by a physician.
- Assisted with removal of sutures.
- Collected lab specimen, log the specimen, and prepared them for testing in house and off premises.
- Operated electrocardiogram (eKG).
- Performed general office duties such as answering phones, taking dictations, completing insurance forms, faxing documents, using computer and various medical computer software.
- Greeted and checked in patients at the time of arrival.
- Check out patients.
- Scheduled office appointments for patients as well as scheduling them for procedures not held inhouse.

References

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Renee Barfield
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

100rmb100@gmail.com
Email Address

2121 Village Lake Dr
Home Address

Charlotte NC 28212
City State Postal Code

Home: (704) 772-8555
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 4

How long have you been a resident of Mecklenburg County? Please include months, or years.

18 Years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

N/A

Ashley Furniture Logistic

Employer

Logistic Planner- Dispatch

Occupation

Business and civic experience

15 Years

Area of expertise and interests/skills

Characteristics: Engagement: Activities that someone finds stimulating and motivating. Proficiency: A certain level of competence, which can range from beginner to advanced. However, it doesn't necessarily reach the level of expertise. Personal Choice: Driven by individual curiosity and passion. Developmental: Skills can be developed and honed over time, potentially leading to an area of expertise.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

Yes.

Why are you interested in serving on the board(s) to which you are applying?

it Hold a very strong Passion in my Heart.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

40

How did you learn of the vacancy? *

☒ Mecklenburg County Website

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Renee Barfield

Board Specific Questions

JCPC: What category do you fall under? *

☒ Non-Profit

Statement to Applicants

Profile

Which Boards would you like to apply for?

Adult Care Home Community Advisory Committee: Submitted
Domestic Violence Advisory Board: Submitted
Juvenile Crime Prevention Council: Submitted

Caneshia Cannon
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Caneshia Waiters

caneshiawaiters@gmail.com
Email Address

10125 Old Carolina Dr
Home Address

Charlotte NC 28214
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

9 yrs

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

BS - Psychology Masters - Health Services Administration

CaroMont Health

Employer

Case Manager

Occupation

Business and civic experience

Member of Alpha Kappa Alpha Sorority

Area of expertise and interests/skills

Social work, mental health, case management, health management.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I am interested in serving as a way to continuously contribute and give to the citizens in my community. I would like to be a voice for the voiceless and provide goods and services wherever i can assist.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

10-20

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Fed_Resume.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Caneshia Cannon

Board Specific Questions

Question applies to Adult Care Home Community Advisory Committee

Based upon qualifications for the Adult Care Home Community Advisory Committee, do you agree that neither you nor your immediate family fall into any of the following situations: No person or immediate family member of a person with a financial interest in a home served by this committee, no employee or governing board member of a home served by this committee, and no immediate family member of a resident in a home served by this committee may be a member of this committee.

☒ Yes ☐ No

Caneshia Cannon

JCPC: What category do you fall under? *

☒ None of the Above

CANESHIA CANNON

Charlotte, NC 28214, United States

Mobile: (980) 205-5730 | Email: caneshiawaiters@gmail.com

Citizenship: United States of America | Veterans Preference: MSP
Clearance: Willing to Obtain | Availability: Immediate | Job Type: Permanent, Full-Time

SUMMARY OF QUALIFICATIONS

Dedicated and compassionate professional with extensive expertise in conducting comprehensive psychological assessments, developing tailored treatment plans, leading therapy sessions, and advocating for mental health awareness. Renowned for innovative approaches in cognitive behavioral therapy, crisis intervention, and fostering client-centered environments. Recognized for developing innovative surveillance methods to monitor and predict health trends. Mastery in applying complex statistical methods, including regression analysis, survival analysis, and predictive modeling, to interpret public health data. Proven track record in translating statistical findings into practical health solutions. Skilled in designing large-scale epidemiological studies and public health surveys. Known for creating robust study frameworks that ensure data accuracy and relevancy. Expertise in initiating and managing comprehensive health programs focusing on chronic disease prevention, mental health, and community health initiatives. Successfully secured funding and support for multiple health promotion projects.

Areas of Expertise: Health Education, Program Evaluation, Disease Surveillance, Public Health Policy Development

QUALIFICATIONS

- Over 10 years of professional expertise in case management, ensuring culturally competent care for diverse client needs.
- Skilled in supporting patients and families in hospitals and clinics, coordinating care, and managing patient education.
- Demonstrated commitment to client welfare in specialized units dealing with sexual abuse and human trafficking.
- Holds a Master of Science in Health Care Administration, complementing extensive field experience.
- Proficient in EPIC, case planning and management, and client relations, essential for effective public health advisement.
- Hold CPR/First Aid certificate, Sex Abuse training, and Human Trafficking awareness, enhancing ability to address sensitive health issues.
- Member of NAMI and NAADAC, indicating a strong commitment to mental health and addiction issues.

SKILLS & KNOWLEDGE

- | | | |
|---------------------------------|-------------------------------|----------------------|
| • Epidemiology & Biostatistics | • Emergency Preparedness | • Problem Solving |
| • Environmental Health Analysis | • Program Awareness | • Oral Communication |
| • Planning/Evaluation | • Data Analysis/Grant Writing | • Health Economics |
| • Health Promotion Techniques | • Health Behavior Theory | |
| • Community Outreach | • Risk Assessment | |

RELATED EXPERIENCE

CaroMont Health
Gastonia, NC, United States
Full-Time, Hours Per Week: 40

11/2021 – Present

CASE MANAGER

Duties, Accomplishments, and Related Skills:

PROGRAM OVERSIGHT AND COMPLIANCE: Monitor and maintain a portfolio of assigned programs, ensuring adherence to contract provisions and federal funding regulations. Conduct thorough reviews of claims and applications, meticulously updating for processing by claims processors. Collaborate with cross-functional teams to resolve compliance issues and proactively address discrepancies to prevent funding disruptions. Assist in the development of compliance strategies, identify areas for improvement, and recommend necessary procedural changes. Coordinate regular program audits and inspections, liaise with auditors to provide accurate documentation, and ensure regulatory compliance.

OPERATIONAL EFFICIENCY ENHANCEMENT: Spearhead the recommendation and implementation of procedural and operational changes aimed at optimizing service delivery and revenue reimbursement. Conduct in-depth analysis of program workflows and identify bottlenecks and areas of inefficiency. Streamline administrative processes by introducing automation solutions, reduce manual workload, and enhance overall productivity. Collaborate with IT professionals to implement technology-driven enhancements, resulting in streamlined data management and reporting. Assist in the development of training programs to ensure staff proficiency in new operational procedures.

FINANCIAL MANAGEMENT AND CLAIMS PROCESSING: Manage a high-volume caseload of Tri-Care claims and oversee the accurate uploading and updating of providers, groups, SSNs, and suppliers. Demonstrate strong financial planning and management skills and optimize reimbursement processes to maximize revenue. Develop and maintain a comprehensive tracking system for claims, facilitate timely processing, and reduce payment delays. Conduct regular audits of financial data, identify discrepancies, and implement corrective measures to maintain fiscal integrity. Collaborate with finance teams to provide accurate financial reports and projections to support strategic decision-making.

RECORDS MANAGEMENT: Compile and maintain accurate records and files related to program activities and ensure data integrity and accessibility. Prepare periodic, ad-hoc, and special statistical reports and leverage data analysis skills to provide actionable insights. Conduct data quality assessments and audits, identify areas for improvement, and implement data cleansing procedures. Collaborate with data analysts to develop customized reporting tools and enhance the efficiency and accuracy of reporting processes. Ensure compliance with record-keeping regulations and data security protocols and safeguard sensitive information.

CLIENT ENGAGEMENT AND RESOURCE ALLOCATION: Analyze client requirements and needs and guide to the appropriate department or resource. Facilitate effective communication between clients and relevant service providers to ensure seamless access to services. Maintain a deep understanding of available resources and programs and enable efficient resource allocation based on client needs. Act as a liaison between clients and program administrators, advocate for client interests and address concerns promptly. Monitor and evaluate client satisfaction through feedback mechanisms and implement improvements to enhance service quality.

INTERDISCIPLINARY COLLABORATION: Collaborate closely with multidisciplinary care teams, including healthcare professionals, social workers, and legal experts. Contribute to the development of client treatment plans by coordinating counseling efforts with mental health professionals and other healthcare providers. Ensure efficient and effective client care during treatment by proactively addressing coordination challenges. Participate actively in multidisciplinary team meetings, share insights, and contribute to holistic client care strategies. Foster strong community alliances with county/state agencies, police departments, the FBI, and youth service programs to support client advocacy and engagement.

KEY ACCOMPLISHMENTS:

- Optimized patient experiences by coordinating patient care within hospitals and clinics, synergizing with medical teams.
- Offered comprehensive support to patients and families, adeptly guiding through the medical system, assessing mental and emotional health, and providing targeted short-term counseling.
- Ensured seamless transitions and continuity of care by skillfully managing patient care processes, including FL2 completion and coordinating SNF/STR/LTAC referrals.
- Empowered patients and families with essential knowledge for better health decision-making via education on treatment plans.
- Identified mental and emotional distress through psychosocial assessments, tailoring support and interventions accordingly.

- Lee initiative to improve healthcare delivery by assessing patient's needs in DOSU, Ortho, Trauma, Neuro and Gen surg unite to accelerate discharge.
- Enhanced overall well-being by connecting patients and families with essential resources, bridging gaps in care.

KNOWLEDGE, SKILLS, ABILITIES:

- Capable of creating personalized support plans for clients, considering unique needs, strengths, and goals.
- Proficient in verbal and written communication, able to convey complex information clearly to clients and interdisciplinary teams.
- Skilled at identifying and connecting clients with relevant community resources, services, and programs.
- Talented in providing immediate assistance and support to clients facing urgent situations.
- Able to advocate for clients' rights and interests when interacting with external agencies and organizations.
- Accomplished in health records Administration and compliance with health information regulations.
- Accomplished at collaborating with healthcare professionals, legal experts, and fellow social workers to provide holistic care.

Okay to contact this Supervisor: Yes; Supervisor: Cynthia Thompson-Hyde 980-253-2013

Mecklenburg County Government Dept, Social Services
Charlotte, NC, United States
Full-Time, Hours Per Week: 40

12/2014 – 01/2017 & 01/2019 – 11/2021

SR. SOCIAL WORKER

Duties, Accomplishments, and Related Skills:

CLIENT ASSESSMENT AND SUPPORT: Conducted comprehensive assessments of clients' needs and situations to develop tailored support plans. Utilized active listening and interviewing skills to gather information and establish rapport with clients. Analyzed client histories, mental and emotional conditions, and social factors to determine appropriate interventions. Collaborated with clients to set achievable goals and monitored progress regularly. Provided crisis intervention and immediate support to individuals and families facing urgent situations.

COUNSELING AND THERAPY: Delivered individual and group counseling and therapy services to clients to address mental and emotional challenges. Employed evidence-based therapeutic techniques to guide clients toward positive changes. Facilitated group sessions, fostering a supportive and confidential environment for clients to share experiences and gain insights. Developed and implemented treatment plans that aligned with clients' unique needs and goals. Regularly evaluated the effectiveness of therapeutic interventions and made necessary adjustments.

RESOURCE REFERRAL AND COORDINATION: Identified and connected clients with available community resources, services, and programs. Maintained an up-to-date knowledge of local resources to ensure clients received appropriate support. Collaborated with external agencies and organizations to coordinate services for clients. Assisted clients in navigating complex systems, such as healthcare, housing, and financial assistance. Advocated for clients to access the necessary resources and support systems.

ADVOCACY AND CLIENT RIGHTS: Advocated for clients' rights and interests when interacting with external agencies, organizations, or government entities. Ensured that clients received fair and equitable treatment in accordance with established regulations and laws. Provided information to clients about rights and options. Advocated for policy changes and improvements to enhance client outcomes and access to services. Safeguarded clients' confidentiality and privacy throughout all interactions.

RECORD-KEEPING AND REPORTING: Maintained accurate and confidential records of client assessments, progress, and treatment plans. Utilized electronic record-keeping systems to document client information securely. Prepared detailed reports as required by federal regulations and agency policies. Maintained compliance with record-keeping standards and data security protocols. Ensured that all documentation was accurate, complete, and submitted within established timelines.

INTERDISCIPLINARY COLLABORATION: Collaborated closely with interdisciplinary teams, including healthcare professionals, legal experts, and fellow social workers. Participated in team meetings to share insights, coordinate care, and develop holistic client care strategies. Consulted with colleagues on complex cases to leverage collective expertise. Engaged in regular communication to ensure seamless coordination of services and support for clients.

COMMUNITY ENGAGEMENT AND OUTREACH: Engaged with the community to raise awareness of available services and resources. Participated in outreach programs, community events, and educational initiatives to connect with individuals who may benefit from our services. Served as a knowledgeable resource for community members seeking information and assistance. Established and maintained positive relationships with community partners and organizations to expand the reach of social services.

PROFESSIONAL DEVELOPMENT: Committed to continuous professional development by staying current with the latest research, best practices, and industry trends. Attended relevant training, workshops, and conferences to enhance knowledge and skills. Mentored and supported junior social workers, sharing expertise and insights to facilitate growth. Actively sought opportunities for certification and advanced training to remain at the forefront of social work standards and regulations.

KEY ACCOMPLISHMENTS:

- Achieved relationships and resolved conflicts by demonstrating equal strengths in program, personnel, and case management.
- Successfully built community support, formed key coalitions, and established strategic interagency partnerships.
- Maintained compliance with policies regarding case management through effective development, implementation, and oversight.
- Provided counseling for clients and family members to address specific concerns. Collaborated with the child advocacy center's MDT to reach decisions with law enforcement in cases of sexual abuse, human trafficking, and child abuse.
- Responded to county calls related to abuse, neglect, and sexual abuse, collaborating closely with interdisciplinary team members.
- Actively engaged in child advocacy efforts, including making referrals, co-facilitating forensic interviews at child advocacy centers, and participating in multidisciplinary team meetings.
- Demonstrated unwavering commitment to clients while gathering information, conducting investigations and assessments, and fostering strong community alliances with county/state agencies, police departments, the FBI, and youth service programs.
- Providing program oversight and assessment of program compliance by following child welfare practices such as standards for health care services, mental health services, child and adolescent development, and or best practices for child abuse and neglect prevention.

KNOWLEDGE, SKILLS, ABILITIES:

- Capable of conducting comprehensive client assessments and developing effective treatment plans.
- Proficient in individual and group counseling techniques, including evidence-based therapies.
- Skilled at providing crisis intervention and relapse prevention strategies to clients.
- Able to connect clients with external resources and support services.
- Talented in maintaining accurate and confidential records and preparing reports.
- Communicating orally and in writing to conduct interviews/negotiate issues, delivering present, and preparing reports.
- Committed to ongoing professional development and staying updated on best practices.
- Analyzing data to recognize trends and evaluate program performance to identify opportunities for improvement.

Okay to contact this Supervisor: Yes; Supervisor: Dana Martin 980-254-5995

McLeod Addictive Disease Center

Concord, NC United States

Full-Time, Hours Per Week: 40

05/2014 – 12/2014 & 01/2017 -01/2019

SUBSTANCE ABUSE COUNSELOR

Duties, Accomplishments, and Related Skills:

CLIENT ASSESSMENT AND TREATMENT PLANNING: Conducted thorough assessments of clients with substance abuse issues to determine the extent of addiction and associated mental health conditions. Utilized standardized assessment tools and clinical interviews to gather relevant information. Collaborated with clients to establish personalized treatment plans that addressed unique needs, goals, and challenges.

INDIVIDUAL AND GROUP COUNSELING: Provided individual counseling sessions to clients with substance abuse disorders, using evidence-based therapeutic techniques to facilitate recovery. Conducted group therapy sessions, creating a supportive environment for clients to share experiences and receive peer support. Implemented cognitive-behavioral therapy (CBT), motivational interviewing, and other effective approaches to promote sobriety and positive lifestyle changes.

CRISIS INTERVENTION AND RELAPSE PREVENTION: Offered crisis intervention services to clients facing immediate challenges related to substance abuse. Assisted clients in developing relapse prevention strategies and coping mechanisms. Conducted ongoing assessments to identify potential triggers and barriers to recovery, working collaboratively to address and overcome.

RESOURCE REFERRAL AND SUPPORT SERVICES: Connected clients with external resources and support services to complement treatment plans. Collaborated with community organizations, healthcare providers, and social services agencies to ensure clients had access to housing, employment assistance, medical care, and legal support when needed.

CLIENT EDUCATION AND ADVOCACY: Educated clients about the nature of addiction, recovery processes, and available treatment options. Advocated for clients' rights and access to quality healthcare services. Empowered clients to make informed decisions about recovery journey. Maintained accurate and confidential records of client assessments, treatment plans, and progress. Ensured compliance with legal and ethical standards in record-keeping. Prepared detailed reports as required to track client outcomes and program effectiveness.

KEY ACCOMPLISHMENTS:

- Provided clients and family members with information about addiction issues, addressed HIV/Hep C needs, along with other medical needs, and informed of available services/programs. Made appropriate referrals when necessary.
- Actively facilitated ongoing communication among case management professionals, providers, and other subsidiaries.
- Collaborated with other professionals in the interdisciplinary care team to facilitate efficient client care during treatment.
- Directed client interviews, reviewed records, and consulted with other professionals to evaluate individuals' mental and physical condition, determining suitability for participation in specific programs.
- Collaborated with mental health professionals and other healthcare providers, such as doctors, nurses, and social workers, to develop client treatment plans based on research, clinical experience, referrals, and client histories.
- Counseled clients in an extensive Opioid Treatment Program, either individually or in group sessions, to empower in overcoming dependencies, adapting to life changes, and making positive transformations.

KNOWLEDGE, SKILLS, ABILITIES:

- Demonstrated expertise in clinical operations across the continuum of care, including assessing, planning, implementing, coordinating, monitoring, and evaluating.
- Proficient in delivering individual and group counseling using evidence-based approaches.
- Excel at educating clients about addiction, recovery, and available treatment options.
- Skilled at collaborating with healthcare professionals, legal experts, and fellow counselors.
- Committed to ongoing professional development and staying updated on addiction treatment.

Okay to contact this Supervisor: Contact me first

Blue Cross, Blue Shield
Florence, SC, United States
Full-Time, Hours Per Week: 40

03/2012 – 12/2013

PDM PROGRAM FILE SPECIALIST

Duties, Accomplishments, and Related Skills:

FILE MANAGEMENT AND ORGANIZATION: Effectively managed program files, overseeing organization, storage, and accessibility. Implemented a systematic filing system to categorize and store program-related documents, ensuring easy retrieval and reference. Maintained accurate and up-to-date records of all program files, guaranteeing data integrity and compliance with record-keeping standards.

DOCUMENTATION REVIEW AND QUALITY ASSURANCE: Conducted thorough reviews of program files to ensure completeness, accuracy, and compliance with relevant policies and procedures. Collaborated with program staff to verify the accuracy of documentation and resolve any discrepancies promptly. Employed meticulous attention to detail in identifying and rectifying errors, promoting data consistency and reliability.

RECORDS RETENTION AND DISPOSITION: Managed the retention and disposition of program files in accordance with established retention schedules and legal requirements. Complied with data privacy and confidentiality regulations throughout the process.

FILE ACCESS AND RETRIEVAL: Facilitated timely access to program files for authorized personnel, streamlining the retrieval process. Responded to requests for specific documents promptly and efficiently, minimizing disruptions to program operations. Implemented access controls to safeguard sensitive information and maintain data security.

DATA REPORTING AND ANALYSIS: Generated reports and conducted data analysis on program files to extract valuable insights. Identified trends, patterns, and discrepancies in the documentation, enabling informed decision-making and process improvements. Presented findings to relevant stakeholders to support program enhancements.

COMPLIANCE MONITORING: Monitored program file management practices to ensure ongoing compliance with internal policies, industry standards, and regulatory requirements. Conducted periodic audits and assessments to identify areas for improvement and implemented corrective actions as needed. Collaborated with compliance officers to address any issues or non-compliance issues.

KEY ACCOMPLISHMENTS:

- Ensured compliance with contract provisions and funding source regulations by updating claims and applications for processing.
- Recommended implementation of procedural and operational changes to optimize service delivery and revenue reimbursement.
- Managed Tri-Care claims, uploading and updating providers, groups, SSNs, and suppliers.
- Maintained accurate records pertaining to programs, including preparation of periodic and special statistical or narrative reports.
- Analyzed customer requirements and directed customers to the appropriate department while ensuring the availability of all necessary resources.

KNOWLEDGE, SKILLS, ABILITIES:

- Capable of effectively managing and organizing program files for accessibility and compliance.
- Proficient in reviewing documents for completeness, accuracy, and compliance with policies.
- Skilled at managing records retention and disposal in accordance with regulations.
- Able to facilitate timely access to program files while maintaining data security.
- Capable of monitoring and ensuring compliance with internal policies and regulations.
- Committed to optimizing file management processes for efficiency and effectiveness.

Okay to contact this Supervisor: Contact me first

ADDITIONAL EXPERIENCE

Behavioral Youth Counselor, Youth Villages Inner Harbour, 12/2013 - 05/2014
Mental Health Technician, Palmetto Behavioral Health, 01/2011 - 04/2012
Case Manager Intern, Atlanta Center for Self Sufficiency ACSS, 08/2011 - 01/2012

VOLUNTEER EXPERIENCE

McLeod Children Hospital, Center for the Child, Marion County Adult Day Center

EDUCATION

Master of Science: Health Care Administration, Strayer University - Charlotte, NC, 2016
Bachelor of Science: Psychology, Business Administration, Francis Marion University - Florence, SC, 2010

CERTIFICATIONS

Diversity, Equity, and Inclusion in the Workplace, 2021
Human Trafficking: What Child Welfare Agencies Should Know, 2016
Data Interpretation, 2016
MDT CST, 2016
Legal Aspects of Child Welfare in NC, 2015
Sex Abuse, 2015
Engaging Fathers 1, 2015
Engaging Fathers 2 Improving Practice and Policy, 2015
Methamphetamine: What a Social Worker Needs to Know, 2015
CPR/First Aid, 2010

AFFILIATIONS

Alpha Kappa Alpha Sorority Incorporated
NAMI (National Alliance on Mental Illness)
NAADAC (The Association for Addiction Professionals)
Golden Key Honor Society

SPECIALIZED SKILLS AND KNOWLEDGE

Program Evaluation and Assessment: Conducted comprehensive program evaluations to assess the effectiveness of public health initiatives and interventions. Utilized quantitative and qualitative research methods to collect and analyze data, identify trends, and evaluate outcomes. Presented findings and recommendations to inform evidence-based decision-making.

Policy Analysis and Development: Analyzed public health policies and regulations to assess impact on communities and populations. Collaborated with interdisciplinary teams to develop policy recommendations aimed at improving public health outcomes. Assisted in the drafting and implementation of policies to address emerging health issues.

Community Engagement: Engaged with communities and stakeholders to raise awareness of public health issues. Developed and delivered educational programs and materials to promote health literacy and behavioral change. Organized community events and workshops to facilitate dialogue and disseminate information.

Public Health Surveillance: Conducted ongoing surveillance of health data to monitor disease trends, outbreaks, and potential threats to public health. Collaborated with local health departments to track and respond to health emergencies. Utilized epidemiological tools to identify and contain communicable diseases.

Health Equity and Disparity Reduction: Focused on reducing health disparities by addressing social determinants of health. Developed strategies to improve access to healthcare services and resources for underserved populations. Advocated for policies that promote health equity and address health disparities.

Emergency Preparedness: Participated in emergency preparedness and response activities, including the development of emergency plans and coordination with emergency management agencies. Assisted in responding to public health emergencies, such as natural disasters and disease outbreaks.

Data Management and Reporting: Managed health data systems to ensure accuracy and accessibility. Generated regular reports and dashboards to communicate public health trends and outcomes. Collaborated with data analysts to enhance data visualization and reporting capabilities.

Interagency Collaboration: Collaborated with federal, state, and local agencies, as well as non-governmental organizations, to coordinate public health efforts. Participated in interagency meetings and task forces to address complex health challenges and enhance collaboration. Analyzed epidemiological data to identify health trends and patterns. Utilized statistical software and data visualization tools to interpret and communicate findings. Contributed to the development of epidemiological reports and publications.

Health Program Evaluation: Assisted in the evaluation of public health programs and interventions. Conducted data collection, surveys, and assessments to measure program impact and effectiveness. Collaborated with program managers to refine program strategies based on evaluation results.

Policy Research and Development: Conducted research on public health policies and regulations to inform policy development. Contributed to policy briefs, reports, and recommendations. Collaborated with policy experts to analyze the potential impact of policy changes on public health outcomes.

Health Communication and Promotion: Participated in health communication and promotion activities to disseminate public health information. Developed health communication materials, including fact sheets, infographics, and educational campaigns. Engaged with communities to promote health literacy and behavior change.

Public Health Data Management: Managed public health data systems and databases to ensure data integrity and security. Collaborated with data professionals to design data collection tools and improve data quality. Assisted in the development of data standards and protocols.

Education

University of North Carolina at Greensboro Bachelor of Arts, Political Science (2018–2022)

Sodoma Law

Employer

Legal Secretary

Occupation

Business and civic experience

Legal professional at Sodoma Law, supporting litigation and legal operations Leader of firmwide Culture Crew, organizing internal initiatives and community engagement events Former President, Legal Professionals Association – led programming for aspiring attorneys Former Title I school teacher in Charlotte-Mecklenburg Schools (CMS), focused on educational equity Former Teach for America and AmeriCorps member Event organizer and volunteer for local community service initiatives Lifelong North Carolina resident Actively pursuing a legal career in public interest law and community advocacy, JD applicant and aspiring attorney Regular participant in public forums and civic events in the Charlotte area

Area of expertise and interests/skills

Public Service & Community Advocacy Education Equity & Youth Empowerment Legal Research & Case Support Diversity, Equity & Inclusion (DEI) Programming Leadership & Organizational Development Event Planning & Employee Engagement Civic Engagement & Local Government Awareness Communication & Public Speaking Strategic Planning & Program Implementation Mentorship & Professional Development

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No.

Why are you interested in serving on the board(s) to which you are applying?

I am deeply committed to creating a more just, equitable, and empowered Mecklenburg County, particularly for youth, women, and underserved communities. My background as a Title I educator and legal professional has shown me how systemic barriers affect families at every level — from the classroom to the courtroom. I want to serve on the Juvenile Crime Prevention Council to help disrupt the school-to-prison pipeline and advocate for early interventions that support rather than punish our youth. On the Women’s Advisory Board, I aim to uplift policies that advance safety, economic equity, and representation for women across Mecklenburg County. Lastly, through the Communications Board, I hope to help make local government more accessible, transparent, and engaging for all residents — especially those historically left out of the conversation.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

Unlimited.

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Craft_Satoria_Resume.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Satoria Craft

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public

SATORIA CRAFT

Charlotte, NC 28202 ♦ 704-426-2450 ♦ satoriacraft@gmail.com

EDUCATION

Bachelor of Arts: Political Science , 05/2022

University of North Carolina Greensboro - Greensboro, NC

- Dean's List 2022
- 2.9 uGPA

WORK HISTORY

Receptionist, 08/2023 - Current

Sodoma Law – Charlotte, NC

- Improved office organization by establishing multiple processes for confidential record-keeping and security.
- Advocated for clients by resolving complaints and inquiries promptly and professionally while cultivating positive relationships with clients and colleagues.
- Enhanced firm culture and values by increasing our community outreach and creative event planning, including the first company wide Black History Month celebration and monthly professional development seminars.

Server Assistant, 04/2023 - Current

O-Ku – Charlotte, NC

- Gained expertise on Japanese cuisine and utilized that expertise to create meaningful culinary experiences for restaurant guest.

Notary Signing Agent, 07/2020 - Current

Self-Employed – North Carolina

- Demonstrated commitment to ethical practices by adhering to the National Notary Association Code of Professional Responsibility and North Carolina Notary Laws at all times.
- Provided consistent delivery of high-quality notary services, resulting in repeat clients and positive word-of-mouth referrals.

Middle School Social Studies Teacher , 08/2022 - 06/2023

North Ridge Middle School – Charlotte, NC

- Developed strong rapport with students by creating an inclusive classroom environment that encouraged participation from all learners.
- Assisted in organizing school-wide events such as assemblies or fundraisers which promoted a sense of community among students and staff.
- Collaborated with colleagues to develop interdisciplinary lessons, fostering a comprehensive understanding of social studies topics.

Corps Member , 05/2022 - 06/2023

Teach For America – Charlotte, NC

- Selected from over 46,000 applicants nationwide to teach in an under-resourced public school.
- Attended monthly professional development training sessions on data analysis, teaching methods, and behavior management.

Assistant Bar Manager, 01/2020 - 07/2022

Crazy Crab – Greensboro, NC

- Cultivated a loyal customer base by delivering exceptional service experiences, resolving complaints promptly, and soliciting feedback for continuous improvement efforts.
- Ensured compliance with all local licensing requirements related to alcohol sales/service as well as other pertinent laws and regulations.
- Improved customer satisfaction by creating and implementing innovative cocktail recipes and seasonal drinks.

ACTIVITIES

Volunteer, 12/2023 - Current

Dove's Nest - Charlotte, NC

- Prepare and serve meals for women who have been victims of domestic violence, drug abuse, etc.
- Led an initiative to have my colleagues participate in volunteer opportunities with this organization.

President, 01/2020 - 05/2022

Legal Professions Association - Greensboro, NC

- Served as the official representative and contact for an organization of students aspiring to work in the legal field.
- Implemented an organization core value of community outreach by coordinating several initiatives to serve marginalized communities of Greensboro.
- Collaborated with law students, professors, admission counselors, and other student organizations to plan networking and professional development events for aspiring law students.

Panelist, 03/2022

Conference on African American and African Diaspora Cultures and Experiences - Greensboro, NC

- Completed years of research and close mentorship of professors to develop my own forty-page dissertation on the topic of the complexities of biracial womanhood, colorism, and intersectionality of race and gender.
- Presented my dissertation to a panel and audience of hundreds of professors and students across multiple academia departments, answering questions, and engaging in meaningful conversation with my academic community on this topic.

Change Agent, 03/2020

UNCG Alternative Spring Break - Washington, D.C.

- Volunteered services to several organizations and churches that provide resources to the unhoused community of D.C.
- Learned and observed the causes and possible solutions of political, social, and economic issues of D.C.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Stephanie Collins Frempong
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Stephanie Larkin

cstephanie278@yahoo.com
Email Address

1134 rising oak dr
Home Address

Charlotte NC 28206
City State Postal Code

Mobile: (980) 297-8677 Home: (704) 332-9202
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 2

How long have you been a resident of Mecklenburg County? Please include months, or years.

22

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Stephanie Collins Frempong

Education

M.S Education

CMS

Employer

Teacher

Occupation

Business and civic experience

1st vice chair democratic party State Committee

Area of expertise and interests/skills

Working with children

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

yes, Nursing Home

Why are you interested in serving on the board(s) to which you are applying?

I'm interested in the board to help prevent crime in youth.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

4 hour

How did you learn of the vacancy? *

☒ Clerk Web Page

[Stephanie_Collins_Frempong_Resume__1_.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Stephanie Collins Frempong

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public

STEPHANIE COLLINS FREMPONG

Charlotte, NC

(980) 297-8677

cstephanie278@yahoo.com

Security Clearance

United States Citizenship

PROFESSIONAL SUMMARY

- **Dedicated, driven, and highly-motivated educator and teaching professional**, with a solid background of 20+ years in teaching students of diverse backgrounds and levels. Qualifications include a Master of Science degree in School Leadership, a Master of Science degree in Curriculum & Instruction and a Bachelor of Science degree in Elementary Education.
- **Highly adept in mentoring students and training teachers** on topics such as formative assessments (MLAS), History Alive! Geography Alive!, differentiation strategies, and improving literacy through the use of DBQs.
- **Capable of contributing to the area of education and development**, as well as reviewing, evaluating, and analyzing education data/providing advice on education issues. Highly adept in coordinating strategies, policies, concepts, procedures, and guidelines for establishing programs in the education sector.
- **Strong interpersonal and communication skills, able to effectively communicate** with people at all levels. Excellent knowledge, skills, and understanding of analyzing issues and recommending courses of action.
- **An interactive people person, dedicated to serving with honor, and integrity.** Highly flexible, friendly, and polite; leverages strong people management and engagement skills to effectively interact with people at all levels.
- **Solutions focused, with a strong problem-solving approach to work.** Displays initiative and the ability to 'think outside the box' when resolving complex issues.
- **Self-motivated individual** who can see the wider picture by being aware of the impact of decisions, keeping an open mind to new concepts and continually expanding personal knowledge, education, and development.
- **Honest, reliable, and highly motivated**, with a positive disposition and healthy sense of humor; well-presented, with an excellent work ethic and a 'can-do' attitude. Accepts responsibility for own performance goals and operates just as well in a team as on own initiatives when required.

EMPLOYMENT HISTORY

Name of Company: Charlotte-Mecklenburg Schools

Job Title: Teacher

Location: Charlotte, NC

Dates of Employment: August/2002 - Present

Permanent

Hours Per Week: 40

Annual Salary: 66,000

Name of Supervisor: Orlando Robinson

Supervisor Contact Information: Orlando.robinson@cms.k12.nc.us

Permission to Contact Supervisor: Yes

Core areas of responsibility include teaching American History to approximately 90 students of 11th and 12th grade virtually via Zoom due to COVID-19. Administers tests, grades paper, and creates lesson plans, as well as assigns homework to students. Plans for speakers to come and discuss American history. Assists students through homework problems and helps students understand the concepts using a variety of activities. Successfully adapts teaching methods and materials to meet students' varying needs.

Highlighted Achievements:

- **Worked effectively with students with diverse learning needs and cultural backgrounds;** communicated with parents and teachers to update them on student's progress.
- **Motivated and encouraged students to be successful in their learning by praise, and encouraging participation;** developed positive work relationships with both students and colleagues.
- **Went above and beyond to engage students by coming up with interesting projects** such as (pre-COVID) field trips in Charlotte; invited a descendant of Robert E Lee to come present to the class and spoke about the civil war.
- **Fostered a classroom environment conducive to learning** and promoted excellent student/teacher interaction.
- **Counseled and interacted with students daily,** solving problems, and helping them attain goals.

Name of Company: US Department of Commerce

Job Title: Census Taker/Field Representative

Location: Charlotte, NC

Dates of Employment: October/2019 - Present

Permanent

Hours Per Week: 20 to 30 Hours

Annual Salary: 31,000

Name of Supervisor: Helena L. Lamprecht

Supervisor Contact Information: HelenaL.Lamprecht@census.gov

Permission to Contact Supervisor: Yes

Successfully conducts interviews with residents in assigned areas by following stringent guidelines and confidentiality laws; effectively validate residents, and gathers economic data for the US Government. Explains to residents the purpose of census interview, elicits information via a script and records data on forms. Corrects and adds data from the residence of any additional person living at said address. Revisits address assigned if the first attempt was successful.

Highlighted Achievements:

- **Efficiently planned work by reviewing the assignment area to determine the organization of neighborhoods** and locate households for conducting interviews.
- **Skillfully persuaded residents to comply with census activities** through effective management of their objections.
- **Recorded the information elicited through interviews with citizens** and implements quality control measures concerning the integrity and accuracy of collected information.
- **Accurately verified household addresses** and ensured that all maps and address lists were correct.

Name of Company: ASU Prep

Job Title: Adjunct Teacher - Government

Location: Charlotte, NC

Dates of Employment: September/2020 - Present

Part-time

Hours Per Week: 10

Annual Salary: 6,000

Name of Supervisor: Kerri McMillen

Supervisor Contact Information: Klmcmi2@asu.edu

Permission to Contact Supervisor: Yes

Conducts weekly live online lessons of 11th and 12th-grade students (59 students in regular, 21 in honors). Corrects grades in Canvas and conducts DBAs (document base assessment) to make sure the students are doing the work themselves. Get counselors involved if the students are falling behind. Counsels students regarding their performance in the course both positive and negative. Encourages complex thinking, participation, and discussion by all students.

Highlighted Achievements:

- **Quickly identified and addressed problems with course content;** provided timely grade postings and feedback to students.
- **Participated actively in course discussions,** ensuring students were participating and interacting with one another.
- **Interacted with students in a professional manner,** offering constructive, encouraging, and timely feedback.
- **Maintained a list of suggested course improvements** and communicated these proposed.

Name of Company: Central Piedmont Community College

Job Title: Part-time Instructor Development Reading

Location: Charlotte NC

Dates of Employment: August/2007 - September/2018

Part-time

Hours Per Week: 6

Annual Salary: 12,000

Name of Supervisor: Lisa Foley

Supervisor Contact Information: Lisa.foley@cpcc.edu

Permission to Contact Supervisor: Yes

Hired to teach adults the basic skills to go to English 111. Followed the syllabus to improve students' English reading skills so that they can read a novel, learn vocabulary, and can have circle discussions about the novel. Evaluated and provided useful feedback on oral and written work. Managed classrooms to address different students' capabilities. Used differentiated instruction to successfully improve students' learning potential.

Highlighted Achievements:

- **Planned and implemented lessons that will positively increase vocabulary and sentence structures;** provided necessary feedback to parents on how to increase vocabulary mastery and retention.
- **Administered test at the end of the course and achieved a 92% students' passing rate;** adhere to all relevant college policies and procedures.
- **Demonstrated effective leadership qualities and social communication skills;** prepared, administered, and corrected tests and examinations.

PRIOR

Chicago Public School System | 7th Grade Gifted Teacher - Granville T. Woods Elementary | 1997 - 2004

EDUCATION

Concordia University, River Forest, IL | Master of Science (MS), School Leadership | 2002

National-Louis University, Evanston, IL | Master of Science (MS), Curriculum & Instruction | 1999

Saint Xavier University, Chicago, IL | Bachelor of Science (BS), Elementary Education | 1997

MEMBERSHIPS

National Educators Association | Member Since 1997

Charlotte- Mecklenburg Associate of Educator (CMAE) | Board Member Since 2018

North Carolina Associate of Educator Representative

Black Political Caucus

American Red Cross Disaster Services

CORE COMPETENCIES

Teaching | Lecture Delivery | Lesson Planning | Classroom Management | Teamwork | Project Management | Program Management & Implementation | Strategies Development | Performance Management | Policy Adherence| Compliance | Interpersonal Effectiveness | Conflict Resolution | Negotiation | Task Management | Time Management | Decision-making | Problem-Solving | Communication | Strong Work Ethics

REFERENCES

Provided on request.

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Tamara L. Jones
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

tamaraljones0323@gmail.com
Email Address

1215 bethany dallas dr
Home Address

charlotte NC 28214
City State Postal Code

Home: (704) 648-2466
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 2

How long have you been a resident of Mecklenburg County? Please include months, or years.

9 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

MsED, Roberts Wesleyan College MPA, SUNY Brockport BS Sociology, SUNY Brockport AS Human Services, Alfred State College

Girl Scout Hornets Nest
Council

Employer

Director of Program
Experience and Programs

Occupation

Business and civic experience

I have over 20 years of experience in high-level management within youth workforce development. As the CEO of 4 Gems Consulting, which recently transitioned into a 501(c)(3) nonprofit organization, I focus on creating and implementing programs that empower individuals and organizations. My expertise lies in building collaborations with diverse stakeholders, such as local businesses, government entities, and nonprofits, to foster impactful and sustainable partnerships. Civically, I am deeply involved in advocating for youth support and development policies at the local, state, and national levels. My work with organizations like the Girl Scouts reflects my passion for equipping young people with essential skills in entrepreneurship, STEM, leadership, and travel. I also design and facilitate workshops and programs that empower volunteers and enhance the experiences of youth participants. I bring a strong background in curriculum development and program evaluation, using data-driven approaches to assess effectiveness and drive continuous improvement. Additionally, I have a history of mentoring emerging leaders and ensuring that youth voices are included in meaningful conversations about their futures. My education includes degrees in sociology, nonprofit management, and special education, which complement my professional experiences and help me create innovative solutions that address community needs.

Area of expertise and interests/skills

Areas of Expertise Youth Workforce Development Over 17 years of experience in program design and management. Developing and leading initiatives to prepare youth for career success. Building entrepreneurship programs, including "shark tank"-style business pitching for youth. Program Development and Facilitation Designing engaging curricula for skill-building workshops. Facilitating programs for Girl Scouts and other youth organizations, including travel programs. Providing workshops for volunteers to enhance their impact on youth participants. Nonprofit Leadership and Management CEO of 4 Gems Consulting, a 501(c)(3) nonprofit organization. Strategic planning, fundraising, and operational oversight. Building partnerships with government agencies, local businesses, and nonprofits. Advocacy and Policy Championing youth-focused policies at local, state, and national levels. Advocating for equity in education and workforce opportunities. Special Education Expertise in developing and implementing strategies for students with diverse learning needs. Knowledgeable in 504 Plans and individualized education plans (IEPs). Mentorship and Leadership Development Coaching emerging leaders and empowering youth to take initiative. Promoting diversity and inclusion in leadership roles. Evaluation and Data-Driven Decision Making Assessing program effectiveness through data analysis. Using participant feedback to refine and enhance program outcomes. Interests Empowering young women and girls through entrepreneurship and STEM initiatives. Advocating for accessible education and workforce opportunities for all youth. Creating impactful travel and cultural experiences for youth development. Collaborating with community stakeholders to build stronger support networks. Key Skills Strategic Planning and Organizational Management. Curriculum Development and Training. Public Speaking and Workshop Facilitation. Partnership Development and Stakeholder Engagement. Grant Writing and Nonprofit Fundraising. Data Analysis and Program Evaluation. Advocacy and Policy Development.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I am interested in serving on the Juvenile Crime Prevention Council because I am deeply committed to creating opportunities for young people to thrive. With over 20 years of experience in youth workforce development and a passion for equity, I understand the importance of addressing systemic challenges that often lead to juvenile justice involvement. I believe in the power of early intervention, education, and mentorship as tools to keep youth on positive paths. Serving on this board aligns with my mission to advocate for equitable policies and initiatives that empower youth to reach their full potential while driving meaningful change in our community.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

20

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[TJ_RESUME.doc](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Tamara L. Jones

Board Specific Questions

JCPC: What category do you fall under? *

☒ Non-Profit

TAMARA L. JONES
1215 BETHANY DALLAS DRIVE
CHARLOTTE, NC 28214
704-648-2466
tamaraljones0323@gmail.com

SUMMARY

Educator and Administrator with over 25 years of progressive experience that includes extensive background in education, program development and implementation, education and community-based organization sectors. Demonstrated ability to develop and achieve long range objectives while effectively managing day-to-day service activities. Adept at cultivating relationships with community partners such as schools, CBO's and private sector employers. Possess strong applied knowledge of case management systems and reporting. Self-motivated, result-oriented leader with proven performance track record in directing operations, budgeting and volunteer/ staff development. Successful in managing multiple projects with competing priorities. Superior interpersonal, analytical, and organizational skills. **Possess a Master Degree in Education and Master Degree in Public Administration along with Certificate in Not-for-Profit Management**

CORE STRENGTHS

Resource Management	Grants Management	Program
Development		
Fundraising & Development	Performance Evaluation	Policy &
Procedures		
Education & Career Planning	Strategic Planning	Job Placement
Budget Control	Staff Leadership	Analysis & Improvement

EXPERIENCE

Girl Scouts Hornets' Nest Council

DIRECTOR GIRL EXPERIENCE AND PROGRAMS

2022-CURRENT

- Provide support, leadership, direction and coaching to Experience team members to ensure achievement of program participation and outcomes goals, annual membership retention goals for girl and adult members and achieve registration, attendance and financial goals for council-wide programs
 - Develop strong partnership and work in close collaboration with the various departments to ensure continual improvements in Girl Scout Mission Delivery
 - Ensure programming impacts Girl Scouts' five outcomes and that volunteer leaders are trained and fully engaged in delivering impactful program to girls.
 - Identify, build and foster collaborative relationships with adult volunteers and appropriate corporate and community partners to support programs and events
 - In partnership with the Senior Director of GS Experience, lead development of budget for assigned department and manage resources within approved budget
 - Participate actively in the development of environments that foster diversity, equity, inclusion and access through words, actions and attitude. Ensure program and training opportunities are designed to appeal to and reach a diverse membership
- Charlotte, NC

Gaston College, Dallas NC

WIOA YOUTH PROGRAM COORDINATOR

2019-2023

- Planned, promoted and coordinated all aspects of the program including participating in development of policies and procedures

- Recruited, trained, scheduled, and supervised full-time and part-time personnel at the Youth Works Center and the NC Works Career Center. Prepare all documentation required for compliance with College, state, and federal regulations
- Represented the College in the community and serve on assigned committees
- Monitored policies as they relate to the program including monitoring and reviewing contracts, time sheets, and ensuring compliance with the College's requirements
- Coordinated case management of students enrolled in the Youth Program to include maintaining appropriate records documenting student achievement and progress, maintaining records of student assessments, instructor progress reports, and other information relevant to WIOA Performance Measures
- Coordinated monthly leadership development seminars and community service projects for WIOA Youth participants
- Coordinated and monitored paid and unpaid work experiences, occupational skills training, supportive services, and adult mentoring for WIOA Youth participants
- Coordinated appropriate training and ongoing staff development for personnel consistent with research findings and practices in the field of education
- Developed, monitored, and maintained interagency partnerships within the community. Served on external agency planning committees, and assist external agencies with meeting their educational requirements
- Served as liaison between Gaston College faculty and staff and the Workforce Development Board staff

Carolina Community Action, Rock Hill SC

WIOA PROGRAM MANAGER

2018- Grant Expired

June 2019

- Responsible for planning and organizing the daily activities of the WIOA program, which includes supervision of WIOA employees, management of the comprehensive accounting and financial activity for all WIOA program budgets, and meeting reporting deadlines of the Council of Government
- Conducted outreach and recruitment of youth customers and community business partners
- Developed and maintained contacts with community organizations and educational institutions for the purpose of outreach, recruitment and positive public relations
- Presented information regarding youth programs and services to community groups, schools and organizations
 - Provided orientation to youth customers on the services and eligibility requirements of the WIOA programs in both group settings and individually
 - Assessed youth customer's employment and training needs and facilitate and implement job readiness classes
 - Assisted customers in identifying and addressing barriers to employment and referring them to Career Center or other community resources as necessary

YMCA of Greater Charlotte NC
2022

2016 -

LEVEL UP SITE COORDINATOR

(PART TIME PER DIEM)

- Implemented student engagement activities that drives program retention and student success, and selected appropriate resources to achieve program goals
- Organized, planned, and kept program records effectively, ensured student data (attendance rosters, contact information, any and all forms of tracked data) were accurate. In collaboration with the Association Director of Evaluation, tracked outcomes for students engaged in TSP
- Assisted with parent meetings and workshops when needed. Provide structured opportunities for staff and parents/caregivers to work together toward common goals for youth

- Applied strategies that assist youth in learning to express emotions in positive ways
- Assisted with dismissal to ensure student safety
- Facilitated regular opportunities for youth to reflect on and respond to their experiences

Charlotte Mecklenburg Drug Free Coalition

2016-2024

COMMUNITY ORGANIZER (CONTRACTOR PER DIEM)

- Develop and coordinate programs designed to promote the CMDFC and its services to the community and the target population
- Promote activities and services through various forms of media
- Responsible for the recruiting, interviewing, hiring, training, and scheduling of volunteer workers
- Implement organizational outreach and organizing plans
- Ensure organizational base building goals are met
- Develop and execute grassroots strategies to further the campaigns of the organization
- Maintain outreach contacts in the organization's database and utilize systems to track and evaluate progress toward our base building goals
- Use phones, social media, and community outreach to recruit and identify hot leads
- Ensure that all required reporting is accurate and timely and that all regional data is entered on time
- Represent the campaign at community events and meetings when advised by the campaign
- Coordinate and Facilitate youth program Students Preventing on Drugs and Alcohol (SPIDA) with students from various Charlotte Mecklenburg

Gloria J. Parks Community Center, Buffalo, NY

2014-2016

SENIOR PROGRAM COORDINATOR, 21st Century Learning Communities

- Built and maintained program performance standards as required by NYS Department of Education & OFCS, including recruitment, enrollment and retention of program participants
- Supervised all program staff including independent contractors, Site Coordinators, Teachers/Tutors, and Enrichment Specialists, to ensure program goals and objectives are met.
- Ensured that all staff and programmatic activities comply with Buffalo Public/Private/Charter Schools and NYS Department of Education rules, regulations, policies, and procedures.
- Developed and strengthened an after-school and summer program of extra-curricular and academic activities for students in grades K-12.
- Developed strategic plan for building upon the school's regular school day, incorporating the needs of the students
- Developed and maintained a schedule for project-based learning, academic, recreational, career development, service learning and extra-curricular activities
- Facilitated regular after school meetings and trainings with staff
- Provided ongoing staff development for program staff to increase their skills to achieve program outcomes
- Built and maintained relationships with program partners and sites, meeting regularly with school administrators and partners.
- Accountable for creating, monitoring, implementing and evaluating programs.
- Maintained excellent program file and data management.
- Responsible for preparing weekly and monthly deliverables reports
- Worked with Evaluation team to conduct program evaluation and performance measurement

- Assured safety and supervision of all students

Boys and Girls Clubs of Buffalo, Buffalo, NY
- 2014

2012

SCHOOL BASED DIRECTOR

- Created activities and services that prepared 500+ youth (members) for success and that created a club environment that facilitated achievement of Youth Development Outcomes
- Supervised the planning and implementation of Club-wide activities and celebrations
- Allocated and monitored work assigned to program volunteers and staff, providing ongoing feedback and regular appraisal. Identify and support training and development opportunities for assigned volunteers and staff
- Planned, developed, implemented and evaluated programming, services and activities to ensure they meet stated objectives and youth (member) needs and interests
- Established and maintain Clubhouse program goals and settings that insure the health and safety of members. Ensured that site staff understood and effectively communicated standards of program; that they ensure program areas are safe, well ventilated and well lit; and that club equipment was maintained in good working condition
- Compiled and interpreted regular reports reflecting all activities, attendance and program participation
- Managed clubhouse financial resources, assisted in the development of annual budgets and control expenditures against budget
- Exercised authority in problems relating to members; utilize guidance and discipline plan
- Utilized data to implement and drive programs and activities through the Member Tracking System
- Recruited, managed and provided career development opportunities for clubhouse staff and volunteers
- Developed partnerships with parents, community leaders and organizations
- Increased visibility of Club programs via posting of daily schedule, announcements of upcoming events and the dissemination of timely information for the development of advertising and promotion through mailings, fliers and media releases
- Developed and maintain public relations to increase the visibility of programs, services and activities within the Club and the community
- Developed and maintained public relations to increase the visibility of programs, services and activities within the Club and the community
- Ensured both full time and part time staff were meeting grant outcomes through the Member Tracking System

EDUCATION

Roberts Wesleyan College, Rochester, NY

Master of Education

SUNY Brockport, Brockport, NY

Master of Public Administration/Non-Profit Management Certificate

Bachelor of Science, Sociology / (minor) Criminal Justice

SUNY Alfred, Alfred, NY
Associate of Science, Human Services

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Tanesha Mcauley
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

trmcauley1@gmail.com
Email Address

4220 Colony Plaza Dr
Home Address

Charlotte NC 28211
City State Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 5

How long have you been a resident of Mecklenburg County? Please include months, or years.

1.5 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

I earned both my Bachelor's and Master's degrees in Criminal Justice and Correctional Counseling and Administration from North Carolina Central University, with a focus on policy and program development aimed at reducing incarceration and diverting young offenders from the justice system.

N/A

Employer

Consulting

Occupation

Business and civic experience

With over 20 years of experience in business and civic engagement, I have actively contributed to each of my professional roles by serving on various task forces, leading community forums on public health and safety initiatives, and collaborating with the private sector to develop partnerships and secure funding opportunities.

Area of expertise and interests/skills

My expertise includes project management, leadership, and the development and implementation of programs and policies in behavioral and mental health.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

Serving on the Juvenile Crime Prevention Council aligns with my dedication to fostering rehabilitative, evidence-based approaches that support at-risk youth, strengthen communities, and reduce recidivism.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

The required amount of hours needed to serve on the board

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Resume-Advisory_Board_Meck_County.doc](#)

Upload a Resume

Disclosure

Tanesha Mcauley

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

TaNesha McAuley

Board Specific Questions

JCPC: What category do you fall under? *

☒ None of the Above

TaNesha McAuley

Charlotte, NC (919) 721-1729 | trmcauley1@gmail.com

Profile

Accomplished executive leader in local government leveraging over 10 years of experience directing health and human services programs, leading large-scale projects, driving strategic planning, and cultivating partnerships with local, state, and federal officials. Proven expertise in budget management, policy development, and community engagement. Adept at directing complex administrative functions, ensuring efficient service delivery, and leading high-impact initiatives that holistically address community needs.

Key Competencies & Skills: Policy Development & Advocacy, Stakeholder Engagement, Budget Management, Program Development & Evaluation, Community Outreach, Government Relations & Compliance.

EXPERIENCE

Project Consultant (contract) – As needed

UPS Foundation

- Provided research and planning on the planning, development, and implementation of comprehensive projects and frameworks in child safety and human trafficking, ensuring alignment with local and national standards.
- Worked collaboratively with local and national partners, including law enforcement, public agencies, nonprofit organizations, and community stakeholders, to coordinate and align efforts.
- Assisted in the development and enhancement of policies, procedures, and protocols to strengthen responses to high-risk cases.
- Oversaw the collection, analysis, and reporting of data related to human trafficking trends, program performance, and service outcomes.
- Served as liaison to address client and stakeholder needs by conducting comprehensive needs assessments and delivering targeted training tools to enhance understanding of project goals, processes, and outcomes, ensuring stakeholder alignment and informed participation

Executive Director Dec. 2020 – May 2024

Cobb County Government, Family Justice Community Center, Marietta, GA

- Directed the strategic planning, development, and implementation of Family Justice Community & Resource Center in serving community members in need of support, public safety, and public health services.
- Managed and reported on multi-million program budget, ensuring alignment with state and federal grant requirements while maintaining compliance with all regulatory standards.
- Directed a multidisciplinary division delivering essential services while ensuring full compliance with regulatory standards and procedural policies.
- Developed and monitored key performance indicators (KPIs) to evaluate program progress, measure success, and drive data-informed decision-making.
- Led recruitment, onboarding, and training processes for staff and stakeholders, ensuring seamless integration and alignment with assigned projects.
- Provided strategic leadership to establish frameworks for ongoing program oversight post-implementation, including monitoring performance metrics, addressing operational challenges, and ensuring projects long-term sustainability and success.

Deputy Director, Nov. 2012 – Jan. 2017

Fulton County Government, Community & Behavioral Health - Atlanta, GA

- Led division responsible for developing, implementing, and overseeing mental health treatment and community reentry initiatives, ensuring individuals transitioning into community and home settings

had access to critical community resources, including housing, mental health and substance use treatment, employment support, and family reunification services.

- Managed program budgets and funding from local, state, federal, and private grants, ensuring compliance with financial requirements and long-term program sustainability.
- Designed and delivered tailored training sessions and presentations to staff members, stakeholders, and cross-functional organizations, educating internal and external partners on program missions, objectives, and ongoing initiatives to foster understanding and engagement.
- Prepared comprehensive program reports and developed agendas for presentations to the local officials, providing updates on projects and program performance, future sustainability needs, and strategies to ensure continued support of program operations.

Chief Operating Officer, Mar. 2008 – Oct. 2012

VisionQuest National Treatment Services Durham, NC

- Directed the strategic planning, daily operations, and financial management of a large-scale community and behavioral health program, ensuring comprehensive support services for young adults, teens, and teen mothers.
- Managed multimillion-dollar budgets, optimized resource allocation, and implemented operational efficiencies to enhance service delivery, program effectiveness, and community impact.
- Led the strategic onboarding and training of personnel, ensuring staff readiness, compliance with regulatory standards, and alignment with program objectives to enhance service delivery.
- Collaborated with local and state partners to conceive and execute prevention programs and initiatives, establishing valuable strategic alliances.
- Forged collaborative relationships with community and national partners, including public safety, schools, and healthcare providers, to formulate comprehensive approaches and policy development to improve service delivery.
- Advocated for local and state policies supporting prevention initiatives, with a dedicated focus on improving outcomes and responses to community needs of youth and families navigating public health needs.

EDUCATION

Management & Strategy Institute (MSI)/Project Management in Government Operations Certification,
August 2024 **Georgia State University**, MPP Public Policy,

January 2019

North Carolina Central University, Master of Science, Criminal Justice Policy and Administration,
December 2007

North Carolina Central University, Bachelor of Science, Criminal
Justice, December 2001

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Eligible

Aquill
First Name

Nicholson
Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/a

versedvirtue@gmail.com
Email Address

10703 Derryrush Dr
Home Address

Charlotte
City

NC
State

28213
Postal Code

Home: (980) 621-6035
Primary Phone

Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

9years

My age range is (please select one): *

☒ 18 to 29

Ethnicity *

☒ African American

Gender *

☒ Male

Interests & Experiences

Aquill Nicholson

Education

EKG Technician Certificate Academy of Art University - Advertising Mental Health First Aid
Certified QPR Gatekeeper Certificate Sign Language Certificate

Student

Employer

Student

Occupation

Business and civic experience

I volunteered & also donate to the Second Harvest Food Bank. Nominated In CPCC SGA
Senator for the Central Campus ?

Area of expertise and interests/skills

Customer Service Advertising Grace Life International Event Counselor Student Government
Public Speaking

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

To make a change. To make accurately adjust the world until all people are treated fairly & equally. To make sure we are helping the citizens while creating new breakthroughs through the new programs developed with accurate problem solving measures to end problems & crisis happening in the cities and surrounding areas.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

32

How did you learn of the vacancy? *

☒ Other

If you answered other - Where did you learn of this vacancy?

It was on a big video sign in uptown Charlotte.

[Aquill_Nicholson.docx](#)

Upload a Resume

Disclosure

Aquill Nicholson

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Aquill Nicholson

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Faith Community

Aquill Nicholson
10703 Derryrush Dr. Charlotte, NC 28213
980-229-0218

EDUCATION

The Academy of Arts University (2014)- Advertising
Central Piedmont Community College (2014-2016)- Business Administration
Grace Life International University (2016-2017)- Youth and Adult Counseling

WORK EXPERIENCE

AMC Theaters (June 2013-February 2014)
Lifeway (December 2016-June 2017)
Sports Connection (August 2015- December 2015)

- Work with children
- Shift leader for birthday parties and special events

SKILLS

Type 50 WPM
Public Speaking
Communication Skills
Customer Service Skills
Fluent Writing Skills
Problem Solving Skills
Situational Awareness Skills

VOLUNTEER WORK

Second Harvest Food Bank (1 month)- Charlotte, NC
Boys and Girls Club (2 months)- Charlotte, NC
Elevation Church (3 months)- Charlotte, NC
Camp Kingdom (4 months)- Queens, NY
Grace Life International seasonal volunteer work- Charlotte, NC

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Billy Powers
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Bill, William, Bishop

mrpowers1@gmail.com
Email Address

3111 Ernest Russell Ct
Home Address

Charlotte NC 28269
City State Postal Code

Business: (704) 685-3789 Home: (704) 685-3789
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

5yrs

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ Other

Gender *

☒ Male

Interests & Experiences

Billy Powers

Education

South Mecklenburg High Central Piedmont Belmont Abbey College

Specially Delivery and
Logistics

Employer

Logistics Manager

Occupation

Business and civic experience

Notary Public,E-Notary,Project Manager, Logistics Management,3yrs on the Mecklenburg County Air Quality Commission.

Area of expertise and interests/skills

Transportation and logistics. Project Management, 3yrs on the Mecklenburg County Air Quality Commission. 4 years as a Hospice Volunteer for Gaston County.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

3yrs on the Mecklenburg County Air Quality Commission.

Why are you interested in serving on the board(s) to which you are applying?

To get gain a better insight into the Air quality process and what it entails so that I may help educate others through the community. To serve my community and to be able to bring back to the community information and skills that may help educate the public in local civil processes. To show the community that anyone can get involved with local civic ventures that doesn't require a Masters degree.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

Hours Per Month Available for Position

20

How did you learn of the vacancy? *

☒ NotifyMe Email

If you answered other - Where did you learn of this vacancy?

Email

Disclosure

Billy Powers

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Billy c powers

Board Specific Questions

Question applies to Air Quality Commission

AQC: Which of the following represents your vocation or interest? *

☒ Transportation

JCPC: What category do you fall under? *

☒ General Public

Statement to Applicants

Profile

Which Boards would you like to apply for?

Human Resources Advisory Committee: Submitted
Juvenile Crime Prevention Council: Submitted
Small Business and Entrepreneurship Advisory Board: Submitted

Chanda	L	Spates
First Name	Middle Initial	Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Brewington

chanda.spates@gmail.com

Email Address

9107 Carrot Patch Dr

Home Address

Charlotte	NC	28216
City	State	Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

19 years

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

MS in Human Resource Management - Keller Graduate School of Management (MHRM) BS in Psychology, Social Work Minor - Fayetteville State University QPR Certified Trainer

Self Employed

Employer

Mobile App Developer

Occupation

Business and civic experience

Experience in nonprofit management and serviced as executive director for the Fayetteville Flight ABA Basked ball team for 4 years Experience in nonprofit management & compliance for multiple nonprofit agencies for 10+ years. Experienced Corporate Training & Human Resource Professional in Banking (12. years), Telecommunications (12 years), and in the pharmaceutical industries. Experienced professional in Mobile app & gaming development. Experienced teacher and parent of children within the CMS county school system.

Area of expertise and interests/skills

My expertise spans entrepreneurship, small business management, community behavioral health, community engagement &. event planning, I hold vast experience in corporate training and team management with focus in human impact performance and career development as a corporate training manager. I excel in the development of community programs and helping employees and students to meet and exceed goals.

Additional Comments

I am a for profit small business owner, in landscaping and mobile app development. I also help coach women in how to start their entrepreneurial journey. I would absolutely love to serve on this board.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I'm interested in serving my community and helping to guide the community in my own way toward sustainability and global competitiveness. My talents would be a tremendous resource to the community as well as having a vast network of Inational and global relationships which could help brings business and growth to our community. My personal focus is to help foster safe, caring, and globally competitive communities and schools.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

30 hours per monh

How did you learn of the vacancy? *

☒ Clerk Web Page

[Chanda_Spates_ResumeCV_2023.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☒ Yes ☐ No

If you answered yes to the question above, please explain.

I am a listed vendor with the county, however I have not obtained any county contracts and am not applying for a position that would conflict with my vendor category. My application is for a non related community category.

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Chanda L Spates

Signature of Applicant (Sign Your Legal Name):

Chanda Linell Spates

Board Specific Questions

JCPC: What category do you fall under? *

- ☒ General Public
- ☒ Non-Profit
- ☒ Business Community

Chanda Spates

HR Business Partner |
Diversity, Equity, &
Inclusion Champion |
High Impact
Performance Leader |
Organizational
Change Strategist
| MHRM

Contact

Address

Charlotte, NC, 28216

Phone

704.661.3005

E-mail

chanda.spates@gmail.com

WWW

<https://bold.pro/my/chanda-spates>

LinkedIn

www.linkedin.com/in/chandaspatess

Skills

TECHNOLOGY

Advanced Proficiency in

Microsoft Word, Excel,
PowerPoint, Publisher,
Access, Outlook, Visio,
Project, and Adobe
Captivate. Experience in WF
PeopleSoft, Hogan, CIV,

HR Business Partner | Diversity, Equity, & Inclusion Champion |
Corporate Social Responsibility & Impact | High Impact Performance
Leader | Training & Facilitation Expert | Nonprofit Management |
Community Engagement | Organizational Change Strategist |
Strategic Collaborative Partnerships | Philanthropy | MHRM

Professional CV website: <https://bold.pro/my/chanda-spates/562>

LinkedIn: <https://www.linkedin.com/in/chandaspatess>

Results-driven Human Resources Business Partner skillful in strategic planning, policy integration and performance improvements. Always pursuing ways to maximize efficiency, employee satisfaction and cost savings.

Responsive Human Resources Business Partner with well-rounded experience in all functional areas of HR, including labor law compliance, employee relations and performance management, leave of absence and ADA accommodations. Supports clients and effectively balances role of consultant and mentor with gatekeeper to control employer-related risks and grow client's management skills. Thrives on mentoring business owners and managers from small to mid-size employers with proven success at understanding unique business needs to establish genuine relationships as indispensable partner.

Work History

2021-01 -
Current

Founder/CEO

Flourish Foundation Project DBA DDAAT-App! M & C, Charlotte, NC

- Negotiated terms of business acquisitions to increase business base and solidify market presence
- Established, optimized and enforced business policies to maintain consistency across industry operations
- Prepared annual budgets with controls to prevent overages
- Established organizational mission statement through extensive collaboration and review
- Cultivated forward-thinking, inclusive and performance-driven company culture to lead industry innovations

Sales Express/Platform, and
Virtual Library Utilization.

Succession Planning &
Leadership Development

Leadership training

New hire on-boarding

Adult learning theories

Course development

Staff development plans

ADDIE expertise

New hire on-boarding

New hire on-boarding

Staff development plans

Adult learning theories

Process evaluation and
enhancement

Leadership training

Human resource laws expert

Employment law knowledge

ADDIE expertise

Training solutions
development

Teamwork and
Collaboration

Teambuilding

Strategic planning

Staff Management

Business Development

Training and Development

- Directed market expansions to propel business forward, meet changing customer needs
- 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
- Shaped solutions and approaches by leveraging trends in customer marketplaces and industries
- Spearheaded negotiations with third-party contracts to secure advantageous collaborative arrangements with the city, the government, and organizations
- Led teams of other leaders reporting to the Board of Directors
- Attracted major sponsors for social impact projects
- Oversaw business-wide changes to modernize procedures and organization
- Identified community organizations and leaders to establish and nurture relationships to help build awareness and win reforms for the public
- Maintained strong bonds to county leaders and city managers and continually worked to advance underrepresented and pandemic impacted cultures and communities
- Trained effective social change leaders to run strategic campaigns by organizing news conferences, building strong coalitions and generating grassroots support
- Coordinated volunteer activities and facilitated distribution of promotional and marketing materials
- Engaged with a larger movement to build transformational and deeply collaborative partnerships
- Strengthened and sustained the Type of organization by generating money, developing connections with important figures, and establishing brands
- Collaborated with community organizations in other regions to support state-wide and national outreach initiatives

Equal opportunities
facilitation

Workforce improvements

Organizational
Development

Benefits administration

Succession planning

Policy implementation

Project Management

Remote learning

Advanced Software
Proficiency: ADP, Workday,
Monday, Paycor, Oracle,
TheraNest, Careo, Simple
Practice, NC Tracks, LMS,
Adobe Suite, Captivate,
Articulate, Canvas,
Blackboard, Zoom, Teams,
Kronos, Apple Developer,
Firebase, Google Play
Developer

2019-01 -
Current

- Built strong bonds with local cultural organizations by respecting unique differences and specific societal norms
- Fostered collaborative efforts to schedule, host and facilitate events and identify further opportunities to reach members of the community
- Managed divisional marketing, advertising and new product development
- Enforced alignment of project strategy with business objectives and made modifications to promote efficient project completion
- Gathered requirements, defined scopes, allocated resources and established schedules meeting or exceeding project demands
- Planned and arranged meetings with external organizations and individuals, enabling parties to meet and discuss project progress
- Facilitated strategy development and planned with cross-functional teams
- Surveyed clients to ascertain requirements and expectations for the product
- Met with stakeholders to establish favorable business relationships and support mutually beneficial interests.

Owner:CEO

*Flourish Individual & Community Empowerment Inc,
Charlotte, NC*

- Defined company roles and responsibilities to establish and enhance processes.
- Cultivated forward-thinking, inclusive and performance-driven company culture to lead industry innovations.
- Managed divisional marketing, advertising and new product development.
- Led recruitment and development of strategic alliances to maximize utilization of existing talent and capabilities.
- Established, optimized and enforced business policies to maintain consistency across industry operations.

2021-10 -
Current

- Negotiated terms of business acquisitions to increase business base and solidify market presence.

HR Strategic Business Partner

Life Connections, Charlotte, NC

- Collaborated with leadership to assess and improve policies across the board
- Created and implemented forward-thinking initiatives to improve employee engagement
- Served as representative in various civic and community functions to further enhance company image and develop additional business
- Facilitated successful policy implementation and enforcement to maintain legal and operational compliance
- Updated training processes by reviewing existing documentation, leveraging feedback from associates and working with legal and compliance teams
- Analyzed existing systems and databases and recommended enhancements to solve business needs
- Oversaw document development across project workstreams to create internal control statements per compliance and regulatory standards
- Collaborated with upper management to drive strategy and implement new processes
- Developed and implemented performance improvement strategies and plans to promote continuous improvement
- Developed policies and procedures for effective pharmacy management
- Met with stakeholders to establish favorable business relationships and support mutually beneficial interests
- Derived conceptual designs from business objectives to deliver software and applications according to specifications for usability, performance and functionality
- Evaluated trends to understand competitive environments and assess current strategies

- Led cross-functional teams to analyze and understand enterprise-wide operational impacts and opportunities of technology changes
- Assessed impact of current business processes on users and stakeholders and evaluated potential areas for improvement
- Identified process inefficiencies through gap analysis and outlined sensible solutions
- Interacted with internal customers to understand business needs and translate into requirements and project scope
- Joined business development meetings and supported market outreach plans to improve business development
- Established, initiated and optimized business development strategies based on company targets, product specifications, market data and budget factors
- Built and strengthened strategic relationships with vendors, advertising agencies and leading industry partners
- Generated sponsorships with related and partnering entities to enhance marketing objectives
- Continually maintained and improved the company's reputation and positive image in markets served
- Planned and organized special events, solicited corporate sponsorships and set up matching gift donations to reach financial targets
- Planned and implemented fundraising events
- Supported office staff and operational requirements with administrative tasks
- Offered expertise on employee and business development plans to enhance implementation and routine oversight
- Provided personalized business consulting and overhauled services to strengthen client success
- Researched potential local, regional and national funders and assisted in relationship building
- Served as advocate and ambassador for organization by fully engaging, identifying and

securing resources and partnerships to advance mission.

2018-02 -
2021-12

HUMAN RESOURCE PARTNER II

LEAVE & COVID, WELLS FARGO, Charlotte, NC

- Responded to employee inquiries, questions and complaints and guided and directed employee relations issues to support workforce analysis, performance management and other core HR functions
- Addressed employee conflicts with appropriate urgency, following all corporate procedures
- Answered employee inquiries regarding health benefits and 401k options
- Operated as key business partner to employees, managers, directors and senior leaders to promote HR practices and strategies and enable delivery of specific, measurable business goals
- Conducted workplace compliance training to reduce liability risks and operate effectively
- Conserved time and improved workflows by handling special projects and emergency solutions
- Fielded employee inquiries related to insurance, pension plan, vacation, sick leave and employee assistance
- Provided health and informational services and resources to assist client care
- Consulted with leadership to identify processes requiring improvement to support growth and success
- Worked alongside global business leaders to deploy new training strategies.

2016-05 -
2020-12

HR Director, Strategic HR Business Consultant

Fayetteville Flight ABA Basketball Foundation, Fayetteville, NC

- Developed and executed HR policies and programs, workforce and job development, recruitment and hiring, compensation and benefits and employee and labor relations to build staff-focused human resources office culture

- Coordinated and engaged with leadership in planning and organizing calendars, events and activities
- Participated at strategic and operational level to develop and strengthen human resources services, relationships and mission
- Established critical strategic partnerships with several private equity agencies to provide full HR services to portfolio companies
- Recommended appropriate resolutions to employee relations concerns and handled disciplinary issues and investigations of misconduct
- Collaborated with stakeholders across organizations to maintain proper flow of communication and execution of planned initiatives and projects
- Wrote employee manuals to cover company policies, disciplinary procedures, code of conduct and benefits information
- Designed and implemented region-wide recruitment, behavior-based interviewing and skill matching procedure, decreasing employee turnover
- Implemented process improvement to shape organizational culture, optimize procedures for higher efficiency and help companies evolve and grow
- Maintained human resources regulatory compliance with local, state and federal laws
- Established a strong and sustainable corporate sponsorship structure by fundraising, establishing connections with important figures, and developing brands
- Collaborated with community organizations in other regions to support state-wide and national outreach initiatives
- Fostered collaborative efforts to schedule, host and facilitate events and identify further opportunities to reach members of the community
- Led staff development meetings to organize volunteers and members toward unified goals

- Coordinated volunteer activities and facilitated distribution of promotional and marketing materials.

1996-08 -
2006-06

High Impact Performance Trainer

EMBARQ, Formerly Sprint LTD, Fayetteville, NC

- Coordinated technical training and personal development classes for staff members
- Evaluated success of training programs and recommended improvements to upper management to enhance effectiveness
- Analyzed effectiveness of training programs at all levels and recommended updates
- Drove departmental performance and achievement of service levels through focused team operational reviews, structured coaching and managing to enterprise targets
- Developed surveys to identify training needs based on projected production processes and changes
- Directed training programs and development paths for managers and supervisors
- Implemented new learning strategies depending upon employees' skill levels
- Managed all exempt employee coaching, training and performance improvement actions.

2015-06 -
2016-02

Interim Training Manager

Wells Fargo, Charlotte, NORTH CAROLINA

- Conducted orientation sessions and organized on-the-job training for new hires.
- Alternated training methods to diversify instruction, strengthen learning opportunities and enhance program success.
- Trained new hires to perform cross-training exercises with experienced workers.
- Applied adult learning and performance expertise to assess behavioral issues impacting work performance.
- Analyzed effectiveness of training programs at all levels and recommended updates.
- Led daily, weekly and monthly coaching, counseling and feedback sessions.

- Evaluated success of training programs and recommended improvements to upper management to enhance effectiveness.
- Organized and edited training manuals, multimedia visual aids and other educational materials.
- Drove departmental performance and achievement of service levels through focused team operational reviews, structured coaching and managing to enterprise targets.
- Assessed skill gaps for employees and developed training courses to meet identified needs.

2012-12 -
2014-02

Team Lead, Consumer Sales & Service

WELLS FARGO, Charlotte, NC

- Recognized consistently for top performance and team leadership in the mentoring and development of new hire, Peer, Coaching, and Pilot Sales Team within current position
- Facilitated & delivered 8-week product, software, and system training to more than 18 program managers, supervisors, and floor agents ensuring licensure compliance of 125 RNs and LPNs
- Planned and directed schedules for new hire training while continually monitoring and assessing needs for future development training for \$215 million inbound-outbound call center managing over 54 million annual consumer interactions
- Developed & implemented leadership candidate program and materials to train high performing, high potential employees to maintain continuous pool of employees prepared for immediate promotion that resulted in improved employee morale and attendance
- Designed instructional materials; implemented all program training objectives, created training manuals, course modules, and training aides, and coordinated implementation with managers
- Successfully managed, mentored, and coached 3 direct reporting trainers
- Supervised a team of up to 25 new hire employees, managing attendance, compliance, and quality performance metrics among various communication

channels including; email, e-chat line, inbound, outbound virtual channels for sales, service, and technical support accounts

- Conducted in pre-employment job interviews, facilitated onboarding training and paperwork completion, explained new-hire benefits packages and options, and approved new hire employee pay vouchers within ADP and Kronos payroll systems
- Created proposal in response to gap analysis to change inbound customer service process, which resulted in winning additional 5 year client commitment
- Evaluated employee skills and knowledge regularly, training and mentoring individuals with lagging skills
- Designed a strategic plan for component development practices to support future projects
- Grew sales and boosted profits, applying proactive management strategies and enhancing sales training
- Developed monthly and daily production output plans to deliver on customer service and financial metrics
- Established open and professional relationships with team members to achieve quick resolutions for various issues
- Participated in cross-functional team-building activities
- Minimized resource and time losses by addressing employee or production issues directly and implementing timely solutions
- Trained new team members by relaying information on company procedures and safety requirements
- Directed and supervised team of 25 engaged in financial sales and service development.

2011-08 -
2013-06

Teacher

Charlotte, Schools, Mecklenburg

- Implemented creative ways to foster curiosity for complex principles through hands-on learning and planned activities
- Kept students on-task with proactive behavior modification and positive reinforcement strategies

- Supported student physical, mental and social development using classroom games and activities
- Directed after-school tutoring and mentoring program serving elementary school students
- Implemented and encouraged debate-style classroom environment to increase student engagement and promote critical thinking
- Worked cooperatively with other teachers, administrators and parents to help students reach learning objectives
- Attended and facilitated IEP meetings for students and families
- Developed and implemented lesson plans that addressed general students as well as those with individualized 504 plans as part of an integrated classroom
- Encouraged creative thinking and motivated students by addressing individual strengths and weaknesses based on standardized testing results
- Devised and implemented strategies to create and maintain a cohesive school community within a virtual classroom setting
- Enhanced student knowledge of technology by integrating various web-based applications for research and assignments
- Piloted program to address proposed state subject area competencies and standards.

2008-07 -
2011-10

TRAINING MANAGER

TELERX MARKETING, INCORPORATED, Kings Mountain, NC

- Alternated training methods to diversify instruction, strengthen learning opportunities and enhance program success
- Managed new employee orientation training process for more than 350 employees each year
- Coordinated technical training and personal development classes for staff members
- Drove departmental performance and achievement of service levels through focused team operational reviews, structured coaching and managing to enterprise targets

- Developed surveys to identify training needs based on projected production processes and changes
- Analyzed effectiveness of training programs at all levels and recommended updates
- Directed training programs and development paths for managers and supervisors
- Developed departmental systems and procedures to better align workflow processes
- Managed all exempt employee coaching, training and performance improvement actions
- Collaborated with legal and compliance teams to review paperwork, obtain feedback and procure available information for new training processes
- Evaluated success of training programs and recommended improvements to upper management to enhance effectiveness
- Assessed skill gaps for employees and developed training courses to meet identified needs
- Applied adult learning and performance expertise to assess behavioral issues impacting work performance
- Developed strategies to promote diversity in faculty and staff hiring and actively participated in building strong networks and recruitment sources
- Improved team morale by engaging sales incentives campaigns.

2006-06 -
2008-07

CORPORATE TRAINER

CONNEXIONS, Concord, NC

- Coordinated with engineers and corporate leadership to identify training and development opportunities to improve safety and optimize performance
- Developed effective training manuals, modules and teaching aids
- Led cross-functional training for external and internal clients and created all training materials and exams
- Prepared educational materials such as module summaries, videos and informational packets
- Coached new managers on call center procedures, policies and customer service, bolstering customer retention by 70%

- Collaborated with management to identify company training needs and scheduling
- 250 employees and leaders received training in resource and management, which increased organizational efficiency and reduced expenses.
- Developed training programs to meet company objectives.

Education

2010-08 -
2012-05

MASTER OF SCIENCE: MS in HUMAN RESOURCE MANAGEMENT

*KELLER GRADUATE SCHOOL OF MANAGEMENT AT
DEVRY UNIVERSITY - Charlotte, NC*

GPA: 3.96/4.0

Concentrations: Training & Development, Nonprofit Management

1990-08 -
2006-05

BACHELOR OF SCIENCE: PSYCHOLOGY / SOCIAL WORK

FAYETTEVILLE STATE UNIVERSITY - Fayetteville, NC

Minor: Social work

- Graduated with honors,
- Dean's List

Affiliations

Member, Society for Human Resource Management (SHRM), American Society for Training and Development (ASTD)

Certifications

Life Coaching Certification, New Skills Academy, Feb 2022

Certified Credit Counseling Specialist, CCCS, International Association of Professional Debt Arbitrators, Jan 2017

Graduate Certificate in Human Resource Management, Keller Graduate School of Management, June, 2011

Personal Trainer Certification, National Association for Fitness Certification (NAFC), Sept 2022

Entrepreneurship in Emerging Markets Training, Harvard EdX- Dec 2021

Interests

Philanthropy, Social Impact Solutions, Volunteer Work, Mentoring, Personal & Professional Development,

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

Tavia C Tubbs
First Name Middle Initial Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Tavia Rogers

tavia.tubbs@yahoo.com
Email Address

12209 Jessica Place
Home Address

Charlotte NC 28269
City State Postal Code

Mobile: (704) 516-4413
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

26

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Tavia C Tubbs

Education

BSW, MSW, LCSW-A

The Good Stress Company

Employer

Clinician

Occupation

Business and civic experience

School Social Worker-CMS 4 years Site Coordinator II -Communities In Schools 14 years
Program Coordinator/Social Worker-Childcare Resources Inc 9 years Mayor's Youth
Employment Program-City of Charlotte

Area of expertise and interests/skills

PROFESSIONAL SUMMARY Self-motivated and compassionate Human Service Leader with over 20 years of experience in behavioral health, program management, and community outreach. Specializing in providing comprehensive mental health support and fostering positive change through collaborative leadership. Proven track record of enhancing client outcomes and advocating for ethical professional practices.

Additional Comments

I have a true passion for working with and strengthening families. In order to create change involving juvenile crime prevention, it will have to start with and involve families.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I am deeply interested in serving on the Juvenile Crime Prevention Council because I have dedicated over 20 years of my career to working with children and families as a human service provider. Throughout my experience as a therapist and school social worker, I have witnessed firsthand the challenges and systemic issues that contribute to juvenile delinquency. My extensive background has equipped me with a deep understanding of the emotional, social, and environmental factors that influence youth behavior. I am passionate about leveraging this knowledge to create effective prevention strategies and support systems that address the root causes of juvenile crime. By serving on the council, I aim to advocate for evidence-based interventions and community-driven initiatives that promote positive development and reduce recidivism among young people. Additionally, I believe that collaboration between professionals, families, and community stakeholders is crucial in fostering a safe and supportive environment for our youth. I am eager to contribute my expertise, insights, and commitment to making a meaningful impact on our community through the work of the Juvenile Crime Prevention Council.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

3

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[T. Tubbs Resume__c_23-34.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Tavia C Tubbs

Signature of Applicant (Sign Your Legal Name):

Tavia Tubbs

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public

TAVIA C. TUBBS, MSW, LCSWA

12209 Jessica Place · Charlotte, NC 28269 · Tavia.Tubbs@yahoo.com · (704) 516-4413

PROFESSIONAL SUMMARY

Self-motivated and compassionate Behavioral Health Clinician with 20+ years of human service experience, specializing in providing comprehensive mental health support and program management. Proven leader adept at collaborating with multidisciplinary teams to enhance client outcomes.

EXPERIENCE

***The Good Stress Company
Psychotherapist***

*Charlotte, North Carolina
January 2021 to Present*

- Conduct individual therapy sessions addressing diverse mental health concerns.
- Utilize evidence-based therapeutic approaches, such as cognitive-behavioral therapy (CBT) and narrative therapy to help clients achieve their treatment goals.
- Create personalized treatment plans tailored to each client's unique needs and goals, fostering a collaborative therapeutic relationship.
- Administer and interpret psychological assessments to gain comprehensive insights into clients' emotional well-being and inform treatment decisions.
- Provide crisis intervention and support to clients experiencing acute mental health challenges.
- Collaborates with other healthcare professionals and specialists to ensure holistic and integrated care for clients.
- Maintain accurate and up-to-date client records, adhering to ethical guidelines and confidentiality standards.
- Participate in ongoing continuing education to enhance clinical skills and maintain licensure requirements.

***Charlotte Mecklenburg Schools
School Social Worker***

*Charlotte, North Carolina
January 2021 to Present*

- Provide comprehensive support services, including home, community, and school linkages.
- Supports students' behavioral, social and emotional needs through individual and group counseling.
- Conduct crisis intervention services and assessments.
- Collaborate with other support team members and school personnel for a multi-tiered approach to student care.
- Provide professional development experiences to help staff understand the challenges students face that may interfere with academic success.
- Facilitates relevant internal and external partnerships that support the school and district's mission.

- Demonstrates leadership by providing services that contribute to a positive school climate, advocating for positive changes in school policies/practices and being a model for ethical professional practice.

***Communities In Schools
Site Coordinator II***

*Charlotte, North Carolina
August 2007 to January 2021*

- Lead the development and implementation of the site plan that includes measurable objectives, analyzing weekly data, procedures for delivering school-wide, targeted and sustained services, monitoring and adjusting services, and evaluating and reporting effectiveness.
- Responsible for initiating recruitment of 200+ volunteers through Duke Energy, Deloitte, UNCC, and other major organizations and community partnerships.
- Manage the continued development of a major partnership through contacts, volunteers, and donations; while creating new partnerships to extend the program further and establishing Communities in Schools as a major entity in Charlotte Mecklenburg Schools as well as the City of Charlotte.
- Create, administer, and maintain an effective (\$2200-\$5500) budget for the entire school year.
- Provide field placement supervision to interns from various colleges and universities seeking bachelor degrees in social work.
- Train all new team members on standard practices and guidelines during the 90-day onboarding period and provide on-going peer coaching.

INTERNSHIPS

Camino Community Center-provided comprehensive services including therapeutic mental health counseling and facilitated health education programs to the community to promote healthy lives. The integrated health model consists of a free health clinic that serves low-income families and individuals. **Empowerment Quality Care Services, LLC**-provided PSR (Psycho-Social Rehabilitation) services to adults and SAIOP (Substance Abuse Intensive Outpatient) services to adults and adolescents.

EDUCATION

North Carolina State University **Post Masters School of Social Work Certification**
University of New England **Master of Social Work**
Johnson C. Smith University **Bachelor of Social Work, Communications Minor**

CERIFICATIONS/AWARDS

Leadership Matters
Valuing Diversity
Communicating, Resolving Conflict and Problem-Solving Across Cultural Differences
Motivational Interviewing (MI)
Adverse Childhood Experiences (ACE)
Systems of Care Certifications-CFT 201/202/203/204/205
The Blueprint Award-CIS of NC (May 2012)
Communities In Schools Award (2013)
Communities In School Leadership Award (2018)

Statement to Applicants

Profile

Which Boards would you like to apply for?

Juvenile Crime Prevention Council: Submitted

William Vasquez
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

N/A

wivasquez@hotmail.com
Email Address

3550 Wilbury circle, Apt 932, Charlotte, NC 28262
Home Address

CHarlotte NC 28262
City State Postal Code

Hogar: (754) 399-7708 Hogar: (954) 268-6907
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

1 year

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Hispanic

Gender *

☒ Male

Interests & Experiences

Education

Lawyer

Estudiante

Employer

Lawyer

Occupation

Business and civic experience

I am a lawyer with a background in the advisory, management, and execution of social projects, particularly focused on promoting human rights, justice, social inclusion, and sustainability. Throughout my career, I have worked with private and public organizations, vulnerable communities, and government entities, implementing legal strategies to address various social issues.

Area of expertise and interests/skills

My experience includes: Legal Advisory in Social Projects: I have provided legal advice to various organizations involved in projects aimed at improving the living conditions of disadvantaged communities, defending their rights, and promoting access to basic services such as health, education, and housing. Human Rights and Social Justice Litigation: I have represented individuals and collectives in courts, defending causes related to civil, labor, and social rights, with a focus on advocating for vulnerable groups. Training and Capacity Building: I have facilitated workshops and legal training programs aimed at community leaders, human rights defenders, and other stakeholders, equipping them with the tools to exercise and protect fundamental rights. Public Policy Management: I have participated in the design and analysis of public policies related to social inclusion, gender equality, minority protection, and environmental justice, promoting the integration of legal principles in the social realm. My commitment to social justice and my ability to work in multidisciplinary contexts have allowed me to make significant contributions to the well-being of the communities I have worked with, strengthening their access to justice and their capacity to participate in comprehensive processes.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I am interested in joining the County Transportation Advisory Committee because I firmly believe in the importance of improving transportation systems to ensure that all county residents have access to efficient, accessible, and sustainable mobility options. Not all residents have their own means of transportation, and as a committed member of our community, I wish to contribute to informed decision-making that benefits people of all ages and backgrounds, especially those who rely on public transportation for their daily needs. As a lawyer, my interest in joining this committee is also driven by the desire to be part of a process that values diversity and inclusion in the development and implementation of transportation policies. I believe that, through my profession, I can offer my perspective and skills, helping to ensure that transportation services reflect the needs and interests of all groups within our community.

Have you attended a meeting of the advisory board(s) to which you are applying?

☒ Yes ☐ No

William Vasquez

Hours Per Month Available for Position

12

How did you learn of the vacancy? *

☒ Mecklenburg County Website

If you answered other - Where did you learn of this vacancy?

N/A

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

If you answered yes to the question above, please explain.

N/A

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

William Vasquez

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Community Relations Committee: Submitted
Domestic Violence Advisory Board: Submitted
Juvenile Crime Prevention Council: Submitted

Carolyn White
First Name Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Samuel

cwhite308@windstream.net
Email Address

3511 Winter View Court Charlotte NC 28269
Home Address

Charlotte NC 28269
City State Postal Code

Mobile: (917) 968-8599 Home: (704) 766-1209
Primary Phone Alternate Phone

What Mecklenburg County District do you live in? Please verify below. *

☒ 1

How long have you been a resident of Mecklenburg County? Please include months, or years.

19 years

My age range is (please select one): *

☒ Over 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

BA

Retired

Employer

Volunteer with my Church

Occupation

Business and civic experience

Working voting polls assisting my church with community events.

Area of expertise and interests/skills

Helping where I'm needed.

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I interested in helping on these boards to give input and concerns of the Communities.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

4 Morning hours per month.

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Updated_Resume_2024.docx](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

I, hereby, authorize Mecklenburg County to verify all information included in this application. I certify that I have read the appointment policy and that the information contained in this application is true according to the best of my knowledge and belief. I certify that I am providing my legal name and address in which I reside. I understand that inaccurate or untrue information will be cause for removal from any appointed advisory board. By submitting this application, I agree to adhere to all County policies pertaining to advisory boards, including attendance. I understand if I do not achieve 65% annual attendance, I will be automatically removed from the board or commission to which I am appointed. I understand that this application is subject to the N.C. Public Records Law (NCGS § 132-1) and may be released upon request.

☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Carolyn White

Board Specific Questions

JCPC: What category do you fall under? *

☒ Faith Community

CAROLYN WHITE

cwhite308@windstream.net • (917) 968-8599 • 3511 Winter View Court, Charlotte, NC 28269

PROFESSIONAL EXPERIENCE & ACHIEVEMENTS

SAMARITANS PURSE OPERATION CHILD CHARLOTTE, NC November 2023 to December 2023 **TEAM COACH**

- Provided volunteers with amazing and productive experience.
- Training and placing volunteers in specific roles with shoebox processing tables.
- Explaining to volunteer their role and coach volunteers the way that ensures quality shoeboxes.
- Watching for red flags during shoebox processing that may cause inefficiency.
- Teaching basic functions of the Follow Your Box barcode scanner.
- Communicated with Floor Managers regarding any needs as well as the number of open positions available for new/returning volunteers to be placed.
- Cleaned and organized assigned processing tables before, during, and near end of the shift.
- Completed other duties as assigned by Floor Managers.

CURO HEALTH MOORESVILLE, NC May 2022 to August 2022 **ACCOUNT RECEIVABLE SPECIALIST**

Responsible for reviewing checks and remittances for accuracy and completion. You will also be responsible for both automated and manual data entries. Sorting and distributing mail and any special projects.

- Adheres to Organization's Policy and Procedures
- Assists department in carrying out various programs and procedures.
- Acts as a role model within and outside the Company
- Maintains a positive and respectful attitude.
- Communicates regularly with supervisor about Department issues.
- Demonstrates flexible and efficient time management and ability to prioritize workload.
- Consistently reports to work on time prepared to perform duties of position.
- Maintains compliance with federal and state regulations.
- Performs other related duties as required and assigned – sorting and distributing mail.
- Consistently promotes the company's core values.
- Check figures, postings, and documents for correct entry, mathematical accuracy, and proper codes.
- Review batches and funds received for accuracy prior to approval and notes any errors.
- Posting cash receipts through data entry and EFT electronic uploading.
- Specialized Knowledge/Skills:
- Ability to work with confidential information.
- Well organized and confident to work independently but will be a team player.
- Intermediate Microsoft Office skills
- Navigate various websites and multiple clearing house sites, post cash in HCHB.

JPMORGAN CHASE, CHARLOTTE (Seasonal) April 2022 to May 2022 **MAIL SUPPORT**

- 1040s Received and separated payment vouchers and checks to be keyed by data entry clerks.
- Batched 1040s to be reviewed IRS personnel for errors. The process continued until all mail was opened which ended the shift.

CABARRUS HEALTH ALLIANCE, KANNAPOLIS NC June 2021 to October 2021 **FINANCE DEPT.DATA ENTRY CLERK**

CAROLYN WHITE

cwhite308@windstream.net • (917) 968-8599

- Input information related to the company's patient scheduled for the COVID-19 vaccine appointments prepared and sorted documents for data entry checking to ensure that the information inputted is accurate.
- Resolving discrepancies in information input is complete in order that the data can be used by other departments for reference or reports.

ORTHOCAROLINA BUSINESS SERVICE, CHARLOTTE, NC

March 2020 to October 2020

ACCOUNT CUSTOMER SUPPORT I

- Read accounts in Centricity based on incoming call INQUIRES.
- Reviewed all pertinent information through Citrix (Allscripts insurance cards, dictation, and face sheets).
- Documented in centricity after each call received or made to the patients.
- Followed up on accounts using the billing tracking form.
- Sent inquiries to Lead Staff by email on accounts that required management direction.
- Updated Primary and Secondary insurance when required.
- Processed payments in HealthPay24 Portal.
- Setup payment plans and auto drafts through HealthPay24 Portal.
- Updated demographics (name, address, or email information) in Centricity.

PARALLON REVENUE CYCLE SOLUTIONS, CHARLOTTE, NC CLIENT REPRESENTATIVE INSURANCE CHA

June 2017 to March 2019

Access accounts to determine the next appropriate course of action in line with Status account and document all work performed in the company and client computer systems.

company policies and procedures.

Place outbound calls to insurance companies, guarantors, patients, doctors' offices and/or facilities and manage incoming calls as necessary utilizing proper customer service protocol.

Process related correspondence from insurance companies and perform pertinent follow-up.

Reconcile balances and payments between insurance companies and clients' computer systems.

Escalate issues to Team Lead or Manager, as necessary.

Status account and document all work performed in the company and client computer systems.

Place outbound calls to insurance companies, guarantors, patients, doctors' offices and/or facilities and manage incoming calls as necessary utilizing proper customer service protocol.

PROFESSIONAL CREDENTIALS

Studies - Strayer University
Graduated

Charlotte, NC

CAROLYN WHITE

cwhite308@windstream.net • (917) 968-8599

High School Diploma

Eli Whitney High School

ACHIEVEMENTS

Wachovia Awards "Shared Success Award" Teamwork Recognition
Advance Coding Certificate
CRSC-1 Certificate
Certified Revenue Cycle Specialist
AAHAM American Healthcare
Administrative Management
Level II Re-Certification
Level II Certification
Carolinas Healthcare UNCC Patient Account Representative/Certificate
Wachovia Awards "Shared Success Award" Teamwork Recognition
Access Careers Certification Course

Statement to Applicants

Profile

Which Boards would you like to apply for?

Charlotte-Mecklenburg Community Relations Committee: Submitted
Juvenile Crime Prevention Council: Submitted

Rashanne	C	Woods
First Name	Middle Initial	Last Name

What other names have you used? (includes, legal names, aliases, maiden names or professional monikers) NOTE: If none, please note N/A

Annie

ranniewoods@gmail.com

Email Address

3515 David Cox Rd	Unit 480565
Home Address	Suite or Apt

Charlotte	NC	28269
City	State	Postal Code

What Mecklenburg County District do you live in? Please verify below. *

☒ 3

How long have you been a resident of Mecklenburg County? Please include months, or years.

7 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

BA in Political Science - Duke University Master of Public Administration - Strayer University
Master of Business Administration - Strayer University

Charlotte-Mecklenburg
School

Employer

Teacher, Middle School

Occupation

Business and civic experience

Elections Specialist & Judge, Mecklenburg County Elections (2021-present)

Area of expertise and interests/skills

Interests/skills include: management, leadership, community building, workplace solutions, senior care, education

Additional Information

If you are or have ever served on a Mecklenburg County board/commission, please answer yes or no. If yes, please disclose the Board and term-end date.

No

Why are you interested in serving on the board(s) to which you are applying?

I want to become more involved in the community, particularly learning and advising others in how to help vulnerable and/or disadvantaged communities, such as our youth, seniors, women, and minorities.

Have you attended a meeting of the advisory board(s) to which you are applying?

☐ Yes ☒ No

Hours Per Month Available for Position

40

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[RWoods_Resume_June2025.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

Rashanne C Woods

Are you a current Mecklenburg County employee? (Mecklenburg County employees are prohibited from serving on any board where appointments are made by the Board of Commissioners. If you are a current, county employee who is to serve in an ex-officio and/or non-voting capacity on any board when required by law, please email clerk@mecknc.gov before submitting an application.)

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

• Do you have any personal or business interest that could create a conflict (either real or perceived) if appointed? If yes, please explain the conflict.

☐ Yes ☒ No

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

RaShanne Charita Woods

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public

RaShanne “Annie” Woods

3515 David Cox Rd, Unit 480565 Charlotte, NC 28269
Mobile: 980-417-3019 Email: ranniewoods01@gmail.com

EDUCATION

Master of Business Administration, Master of Public Administration [Strayer University]

Bachelor of Arts (Political Science) [Duke University]

EXPERIENCE

Charlotte-Mecklenburg Schools, Cochrane Collegiate Academy, Social Studies Teacher August 2024 - Present

- Teach Social Studies courses to students, with objectives and learning targets that are aligned to the NC Standard Course of Study, curriculum guidelines, and district recommendations and requirements.
- Guide the learning process toward the achievement of standards-based instruction
- Establish clear objectives for all lessons, units, and projects and communicates those objectives to students.
- Instructs students individually and in groups during instructional time, using various teaching methods and tools.
- Adapts teaching methods and instructional materials to meet students' varying needs and interests, including students with disabilities and limited English proficiencies.

Charlotte-Mecklenburg Schools Teaching Residency Program, Resident May 2024 – June 2025

- Admitted to a highly selective cohort of recent college graduates and career changers committed to raising student achievement in Mecklenburg County's highest need schools
- Participating in a rigorous training and student teaching program to develop the skills and knowledge necessary to achieve significant academic gains in the classroom.

Mecklenburg County Board of Elections, Elections Judge (seasonal) August 2020 - present)

- Coordinate & oversee voting activities, ensuring compliance with laws & regulations
- Oversee polling station set-up, staff training, & equipment set-up for smooth operations
- Actively listen & resolve voter issues by offering prompt & fair resolutions
- Maintain up-to-date knowledge of election laws, standards, regulations, & technology

Conduent Business Services, Senior Supervisor October 2016 – May 2023

Senior Supervisor (2021-2023)

- Supervised a team of 30 people, including hiring, coaching/training, & corrective actions
- Provided leadership to ensure maximum efficiency & utilization of available resources
- Generated financial reports, handled billing & invoicing, & prepared employee payroll

Technical Support Senior Advisor & Trainer (2016-2021)

- Diagnosed & resolved hardware & software problems, both remotely and on-site
- Coached entry-level employees on technical troubleshooting & client escalations

NC Department of Public Health, Administrative Services Coordinator January 2013 – September 2016

- Analyzed financial & statistical data for departmental reports, charts, & presentations
- Compiled & reconciled financial, accounting, budget spreadsheets & reports
- Managed a variety of local, state, & federal grants, including budget reconciliations, accounts receivables & payables, budgetary spending compliance

Raleigh Employee Assistance Program, Office Manager December 2006 – December 2012

- Front-office management at mental health counseling agency which included reception, human resources support, facility management, benefits & payroll, & processing confidential & sensitive health & business records
- Planned & coordinated office events, workshops, conferences, & seminars, including logistical arrangements, catering, speaker topics, topic research, & equipment set-up
- Developed & delivered certified training content & presentations to professional seminars
- Maintained calm composure while working with people under high emotional distress



Mecklenburg County, NC

Juvenile Crime Prevention Council

Board Details

The Juvenile Crime Prevention Council (JCPC) is the local organization charged by the N.C. General Assembly to plan, organize, and evaluate locally-based programs designed to prevent and mitigate juvenile delinquency in Mecklenburg County. Specifically, the JCPC is to develop community-based alternatives to training schools and to provide community-based delinquency and substance abuse prevention strategies and programs.

Overview

- ☐ **Size** 26 Seats
- ☐ **Term Length** 2 Years
- ☐ **Term Limit** 2 Terms

Contact

- ☐ **Name** Sonya Harper; Elizabeth Swann
- ☐ **Phone** (980) 314-1705

Additional

Qualifications

Persons serving must be a resident of Mecklenburg County. Appointed members must attend a minimum of 65% of all scheduled meetings in a calendar year and cannot miss three consecutive meetings. Failure to comply with attendance requirements will result in removal from the advisory board. Applications will be reviewed by the JCPC Nominations Committee.

Advisory Board Details

The membership of the Juvenile Crime Prevention Council shall include representatives from the following categories: 1. Youth under the age of 21 - 2 members 2. General Public - 7 members 3. Faith Community - 1 member 4. Substance Abuse Professional - 1 member 5. Non-Profit - 1 member 6. Business Community - 1 member 7. Juvenile Defense Attorney - 1 member Note: Statutorily required agency slots serve at the pleasure of the agency they represent. There are no term limits. Composition of the Juvenile Crime Prevention Council: 1. The local school superintendent, or that person's designee; 2. A chief of police in the county; 3. The local sheriff, or that person's designee; 4. The district attorney, or that person's designee; 5. The chief court counselor, or that person's designee; 6. The director of the area mental health, developmental disabilities, and substance abuse authority, or that person's designee; 7. The director of the county department of social services, or consolidated human services agency, or that person's designee; 8. The county manager, or that person's designee; 9. A substance abuse professional; 10. A member of the faith community

Meeting Dates/Times

Monthly - 3rd Thursday at 4:30 p.m.

Meeting Location

Charlotte-Mecklenburg Gov Center - Room 267 600 E 4th Street Charlotte, NC 28202

Time Commitment

1.5 hour for 10 out of 12 months

Stipend

No

Special Notes**Job Description**

Juvenile Crime Prevention Council

Board Roster

Meghann R Lail

Partial Term Nov 21, 2023 - Jun 30, 2025

Email rowekmeg@gmail.com

Home Phone Mobile: (704) 798-3954

Address

3108 Edsel Place
Charlotte, NC 28205

Appointing Authority BOCC

Category GENERAL PUBLIC

Saron T Zerai

1st Term Jun 21, 2023 - Jun 30, 2025

Email saronzerai1@gmail.com

Home Phone Home: (704) 807-0777

Address

11046 Woods Corner Ct
Charlotte, NC 28277

Appointing Authority BOCC

Category YOUTH

Nicole Beverly

2nd Term Jul 01, 2021 - Jun 30, 2025

Email nicolesbeverly@gmail.com

Home Phone Home: (732) 710-0729

Alternate Phone Home: (732) 710-0729

Address

4208 Sutwick Drive
Charlotte, NC 28269

Appointing Authority BOCC

Category GENERAL PUBLIC

Roshouny Johnson

1st Term Jun 21, 2023 - Jun 30, 2025

Email roshouny@aol.com

Home Phone Home: (919) 491-9192

Address

13210 White Moon Ct.
Charlotte, NC 28213

Appointing Authority BOCC

Category GENERAL PUBLIC

□ **Robert A Collier Iv**

Partial Term Nov 08, 2023 - Jun 30, 2025

Email racollier@childrenshopealliance.org

Home Phone Home: (980) 759-5828

Alternate Phone Home: (704) 500-9229

Address

2627 Selwyn Avenue
APT 3
Charlotte, NC 28209

Appointing Authority BOCC

Category NON-PROFIT

□ **Jessica M Foster**

1st Term Jan 01, 2023 - Jun 30, 2025

Email jessicamfoster@gmail.com

Home Phone Home: (575) 644-7380

Alternate Phone Home: (575) 644-7380

Address

400 Jones st
Charlotte, NC 28208

Appointing Authority BOCC

Category GENERAL PUBLIC

□ **Tom B Barnett**

Partial Term Nov 08, 2023 - Jun 30, 2025

Email barnetttom0713@gmail.com

Home Phone Mobile: (980) 253-2725

Alternate Phone Mobile: (980) 253-2725

Address

1212 Over Stream Lane
Matthews, NC 28105

Appointing Authority BOCC

Category FAITH

□ **Kimberly James-williams**

Partial Term Nov 21, 2023 - Jun 30, 2025

Email misskim120@gmail.com

Home Phone Mobile: (248) 850-6043

Address

5941 Amity Springs Dr.
Charlotte, NC 28212

Appointing Authority BOCC

Category GENERAL PUBLIC

□ **Darrell Gregory**

Partial Term Nov 21, 2023 - Jun 30, 2025

Email dar.1016gregory@gmail.com

Home Phone Mobile: (704) 288-9288

Address

2315 Catalina Rd
Charlotte, NC 28206

Appointing Authority BOCC

Category GENERAL PUBLIC

□ **Noel Thomas-Lester**

1st Term N/A - N/A

Home Phone :

No Recruitment

Appointing Authority AMH/D

Category AMH/D

□ **Dr. Jill Payne**

1st Term N/A - N/A

Email jills.payne@cms.k12.nc.us

Home Phone :

No Recruitment

Appointing Authority SCH

Category SCH

□ **Corey Edwards**

1st Term Jun 05, 2023 - N/A

Email corey.edwards@ncdps.gov

Home Phone :

No Recruitment

Appointing Authority CCC

Category CCC

□ **Heidi Kitterman**

1st Term N/A - N/A

Home Phone :

No Recruitment

Appointing Authority PARK AND REC

Category PARK AND REC

□ **Renee Little**

1st Term N/A - N/A

Email renee.little@nccourts.org

Home Phone :

No Recruitment

Appointing Authority JUDGE

Category JUDGE

□ **Georgia Woodruff**

1st Term N/A - N/A

Home Phone :

No Recruitment

Appointing Authority SHERIFF

Category SHERIFF

□ **Lt. Erick Ojaniit**

1st Term N/A - N/A

Home Phone :

No Recruitment

Appointing Authority CMPD

Category CMPD

□ **Denise Steele-Campbell**

No Term

Email 627@noemail.com

No Recruitment

Appointing Authority DSS

Category DSS

□ **George Dunlap**

1st Term N/A - N/A

Email 113@noemail.com

No Recruitment

Appointing Authority BOCC CHAIR

Category BOCC

□ **Sonya Harper**

No Term

Email 606@noemail.com

No Recruitment

Appointing Authority COUNTY MANAGER

Category COUNTY MANAGER

□ **Heather Taraska**

No Term

Email 631@noemail.com

No Recruitment

Appointing Authority DISTRICT ATTORNEY

Category DISTRICT ATTORNEY

□ **Vacancy**

Appointing Authority BOCC

Category BUSINESS

□

Vacancy

Appointing Authority BOCC

Category GENERAL PUBLIC

□

Vacancy

Appointing Authority BOCC

Category YOUTH

□

Vacancy

Appointing Authority BOCC

Category JDA

□

Vacancy

Appointing Authority BOCC

Category SUBSTANCE ABUSE PROFESSIONAL

□

Vacancy

No Recruitment

Appointing Authority HEALTH DIRECTOR

Category HEALTH