

JUVENILE CRIME PREVENTION COUNCIL

Vote on Nominees listed below, nominated at the June 17, 2025, meeting
Three (3) two-year terms expiring June 30, 2027

(General Public slot)

Nominees	Round 1	Round 2	Round 3	Round 4
Aida Alcala (District 2)				
Caneshia Cannon (District 1)				
Stephanie Frempong (District 2)				
Tamara Jones (District 2)				
Aquill Nicholson (District 3)				
Tavia Tubbs (District 1)				
William Vasquez (District 1)				

Juvenile Crime Prevention Council

Nominees At-A-Glance

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

Name	District	Gender	Ethnicity
Alcala, Aida	2	Female	Hispanic
Cannon, Caneshia	1	Female	African American
Frempong, Stephanie	2	Female	African American
Jones, Tamara	2	Female	African American
Nicholson, Aquill *	3	Male	African American
Tubbs, Tavia	1	Female	African American
Vasquez, William	1	Male	Hispanic

The JCPC Nominating Committee recommended the highlighted names.
(*) = Previously removed due to attendance. Now eligible for appointment.

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

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?

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

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):

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.

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: 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

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

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):

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

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

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

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

William Vasquez

Board Specific Questions

JCPC: What category do you fall under? *

☒ General Public



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

Roshouny Johnson

2nd Term Jun 21, 2023 - Jun 30, 2027

Email roshouny@aol.com

Home Phone Home: (919) 491-9192

Address

13210 White Moon Ct.
Charlotte, NC 28213

Appointing Authority BOCC

Category GENERAL PUBLIC

Kimberly James-williams

1st Term Nov 21, 2023 - Jun 30, 2027

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

1st Term Nov 21, 2023 - Jun 30, 2027

Email dar.1016gregory@gmail.com

Home Phone Mobile: (704) 288-9288

Address

2315 Catalina Rd
Charlotte, NC 28206

Appointing Authority BOCC

Category GENERAL PUBLIC

Jessica M Foster

2nd Term Jan 01, 2023 - Jun 30, 2027

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

□ **Robert A Collier Iv**

1st Term Nov 08, 2023 - Jun 30, 2027

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

□ **Tom B Barnett**

1st Term Nov 08, 2023 - Jun 30, 2027

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

□ **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

□

Heather Taraska

No Term

Email 631@noemail.com

No Recruitment

Appointing Authority DISTRICT ATTORNEY

Category DISTRICT ATTORNEY

□

Sonya Harper

No Term

Email 606@noemail.com

No Recruitment

Appointing Authority COUNTY MANAGER

Category COUNTY MANAGER

□ **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

□ **Vacancy**

Appointing Authority BOCC

Category GENERAL PUBLIC

□ **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

Appointing Authority BOCC
Category YOUTH

□

Vacancy

No Recruitment

Appointing Authority HEALTH DIRECTOR
Category HEALTH

□

Vacancy

Appointing Authority BOCC
Category GENERAL PUBLIC

□

Vacancy

Appointing Authority BOCC
Category BUSINESS