

WOMEN'S ADVISORY BOARD

Vote on Nominees listed below, nominated at the July 7, 2026, BOCC meeting.

Four (4) Unexpired Terms

Nominees	Round 1	Round 2	Round 3	Round 4
Darryl Anderson (District 2)				
Phyllis Barnette (District 5)				
Ingrid Bravo Nunez (District 1)				
Kenya Brown (District 1)				
Claire Covington (District 4)				
Nicole Ingram (District 1)				
Caitlyn Lee (District 4)				
Karen Linyard (District 2)				

Women's Advisory Board

Nominees At-A-Glance

Four (4) Unexpired Terms

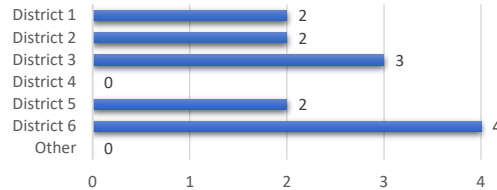
Name	District	Gender	Ethnicity
Anderson, Darryl	2	Male	Other
Barnette, Phyllis	5	Female	African American
Bravo Nunez, Ingrid	1	Female	Hispanic
Brown, Kenya	1	Female	African American
Covington, Claire	4	Female	Prefer not to Answer
Ingram, Nicole	1	Female	African American
Lee, Caitlyn	4	Female	Hispanic/Caucasian
Linyard, Karen	2	Female	African American

WOMEN'S ADVISORY BOARD DEMOGRAPHICS

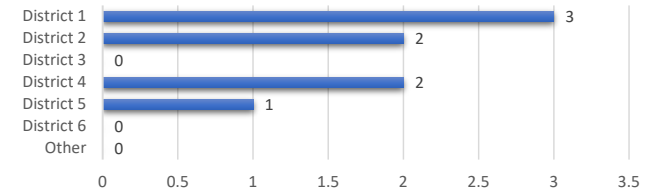
Districts

	Members	Nominees
District 1	2	3
District 2	2	2
District 3	3	0
District 4	0	2
District 5	2	1
District 6	4	0
Other	0	0
Total	13	8

Members by District



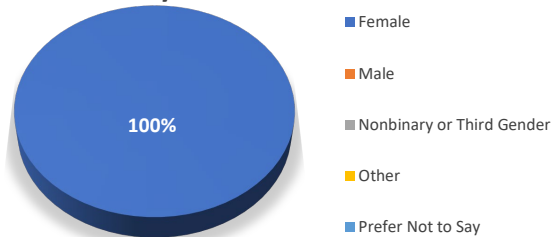
Nominees by District



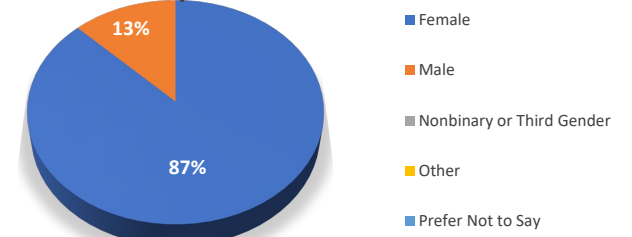
Gender

	Members	Nominees
Female	13	7
Male	0	1
Nonbinary or Third Gender	0	0
Other	0	0
Prefer Not to Say	0	0
Total	13	8

Members by Gender



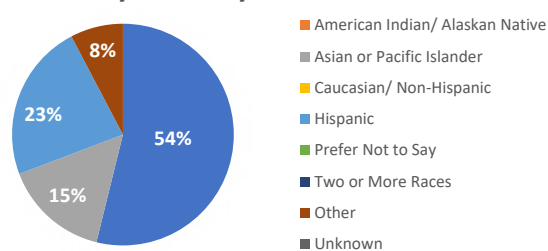
Nominees by Gender



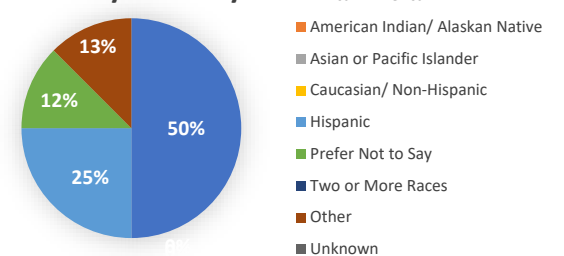
Ethnicity

	Members	Nominees
African-American	7	4
American Indian/ Alaskan Native	0	0
Asian or Pacific Islander	2	0
Caucasian/ Non-Hispanic	0	0
Hispanic	3	2
Prefer Not to Say	0	1
Two or More Races	0	0
Other	1	1
Unknown	0	0
Total	13	8

Members by Ethnicity



Nominees by Ethnicity



Recommendation Statement



MECKLENBURG COUNTY

COMMUNITY SUPPORT SERVICES

MEMO

TO: Mecklenburg Board of County Commissioners
FROM: Denawa Deniece, Chair of the Women's Advisory Board
DATE: July 2, 2026
RE: Recommendations for Nominations to the Women's Advisory Board

We are aware the Mecklenburg Board of County Commissioners is considering applicants for vacant positions on the Women's Advisory Board. We have reviewed the applications submitted and wish to make the following recommendations based on the individuals' qualifications, background, and indicated willingness to serve. Ultimately, we understand the Board of County Commissioners can appoint anyone they deem qualified to serve.

Applicants recommended in order of preference:

1. Kenya Brown (District 1) – Recommended due to experience with trauma informed care and mental health support. Her networking and past partnerships could help elevate WAB.
2. Claire Covington (District 4)- Recommended because her legal background would benefit WAB's ability understand and inform policy.
3. Phyllis Barnette (District 5) – Recommended because of her deep ties and roots in Mecklenburg County and her Public Health background.
4. Caitlyn Lee (District 4) – Recommended because of broad skill set that will strengthen the WAB such as report analytics, data-driven decision making, event planning, and collaboration across sectors.

If you have any questions or require additional information, please feel free to contact the Women's Advisory Board Chair, Denawa Deniece at denawa.alberti@gmail.com.

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Darryl J Anderson
First Name Middle Initial Last Name

dxa5123@icloud.com
Email Address

8125 Sycamore Creek Drive Apt K
Home Address

Charlotte NC 28273
City State Postal Code

Home: (717) 678-9392
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.

6 Months

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Other

Gender *

☒ Male

Interests & Experiences

Education

Master of Business Ethics & Compliance with a concentration in Forensic Accounting - Cambridge College

JP Morgan

Employer

Associate

Occupation

Business and civic experience

Over 12 years of experience in the banking and financial services industry with JPMorgan Chase, currently serving as a Bankruptcy Support Associate. Skilled in risk management, compliance oversight, and financial process governance, with a background that spans credit analysis, reporting, and regulatory accountability. In parallel, I lead AccessPoint Headquarters (APHQ), where I design and implement compliance-driven frameworks that address inequities in health, housing, and financial access. My civic engagement includes collaborating with legal aid and tenant advocacy networks to address eviction barriers, pursuing habitability claims through civil court, and developing community-focused programs that support Medicare/Medicaid-eligible populations.

Area of expertise and interests/skills

Governance, compliance, and risk management in highly regulated industries Bankruptcy, credit analysis, and financial process oversight Data analytics and reporting (Tableau, Alteryx, Excel) to support accountability and transparency Health equity navigation with emphasis on Medicare/Medicaid access Housing and tenant rights advocacy, including eviction defense and habitability enforcement Systems thinking: bridging financial, legal, and health infrastructures to address inequities Conflict resolution, mediation support, and cross-sector collaboration

Additional Comments

With over a decade of experience in banking and financial services, my work now focuses on addressing systemic inequities, most recently across healthcare, housing, and administrative systems. I apply governance and compliance expertise to restore agency, dignity, and clarity for populations navigating complex structures. This wide-lens approach allows me to bridge institutional accountability with community advocacy, ensuring that solutions are both equitable and sustainable.

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 motivated to serve because I understand both the structural and personal sides of inequity. With over a decade of governance and compliance experience in the banking industry, I bring skills in risk management, accountability, and systemic oversight. At the same time, my lived experiences; including navigating housing insecurity, advocating for administrative rights, and working within health equity frameworks. Have given me a direct understanding of the challenges many residents face. I am passionate about using my professional expertise and personal perspective together to strengthen Mecklenburg County's ability to deliver fair, effective, and equitable systems that restore agency and dignity to vulnerable populations.

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

☐ Yes ☒ No

Hours Per Month Available for Position

15

How did you learn of the vacancy? *

☒ Other

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

Chat GPT inquiry

[NC_Board_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

Board Specific Questions

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):

Darryl J. Anderson

D. Jamel Anderson

Charlotte, NC • 717-678-9392 • dxa5123@icloud.com

Professional Résumé - Banking & Compliance Experience

Professional Summary

Governance and compliance professional with 12+ years of banking and financial services experience, specializing in **risk management, regulatory oversight, and systemic accountability**. I apply these skills to identify common gaps in **health, housing, and financial inequities**, ensuring that individuals navigating complex systems can do so with greater **agency, dignity, clarity, and equity**. My expertise bridges institutional governance and community advocacy, making me equally effective in boardroom strategy and grassroots engagement.

Core Competencies

- Governance & Compliance Oversight
- Risk Management & Internal Controls
- Financial Reporting & Ethics
- Regulatory Process Management
- Data Analytics (Tableau, Alteryx, Excel)
- Cross-Departmental Training & Communication

Professional Experience

JPMorgan Chase & Co. - Charlotte, NC

Bankruptcy Support Associate | Reporting Analyst | Credit Specialist
2021 - Present

- Ensured compliance with **bankruptcy, credit risk, and regulatory obligations** in high-volume, regulated environments.

- Conducted **risk assessments and compliance reviews** across consumer, corporate, and commercial banking lines.
- Delivered accurate **financial reporting and process controls**, contributing to internal and external audits.
- Utilized advanced **data systems** (Tableau, Alteryx, Excel) to monitor case flow, identify inefficiencies, and recommend process improvements.
- Facilitated **training, cross-department communication, and procedural updates**, reinforcing adherence to federal banking regulations.
- Collaborated with management and legal teams on sensitive cases, maintaining confidentiality and compliance standards.

Education

M.S. Business Ethics & Compliance (Forensic Accounting concentration) – Cambridge College

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

First Name

Last Name

N/A

Email Address

Home Address

City

State

Postal Code

Primary Phone

Alternate Phone

☒ 5

60

☒ Over 55☒ African American☒ Female☒ African American

Gender *☒ Female

Interests & Experiences**Education**

DHSc, Clinical Mental Health Counseling

Dr Philly B Consulting

Employer

Principal Consultant

Occupation

Business and civic experience

Community advocate, nonprofit administrator and manager, former CRC Member, Former JCPC Member, MH/SUD Clinician

Area of expertise and interests/skills

Community advocacy, nonprofit admin/mgmt, youth advocacy, mental health services/support

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.

6/2023

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

Community advocacy and services. Interested in learning more about the business development and the community support services aspects of the ABC Board. Having over 20+ years in the mental health and substance use disorder profession will assist in the annual community grant programs.

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

☐ Yes ☒ No

Hours Per Month Available for Position

15

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Meck_Comm.pdf](#)

Upload a Resume

Phyllis Barnette

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

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Board Specific Questions

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Dr Phyllis Y Barnette

Dr. Phyllis Barnette
Telephone: 704.231.1469 • Email: drphillyb@gmail.com

Mecklenburg County
700 E. 4th Street, Ste 220
Charlotte, NC 28202

I am writing to express my interest in your Senior Health Program Manager – Office of Chronic Disease Policy and Prevention opportunity. As a seasoned clinical supervisor, public health educator, and leader with years of experience in health and wellness, focused on public health, I am confident that my skill set, and educational background make me an ideal candidate for this role.

My experience includes education of both clients and clinicians and extensive group facilitation of all ages. Experienced in leadership, program development, and implementation of strategic public health initiatives. I have consistently maintained an organized, detail-oriented approach to supervising team members, managing projects, ensuring that objectives are met with efficiency and quality. Other duties and responsibilities include supervising and mentoring emerging professionals—all while fostering a strengths-based environment promoting growth and support. I welcome the opportunity to further discuss how my educational and professional experience can contribute to your organization.

Thank you for considering my application, and I look forward to the chance to engage with you about your opportunity.

Sincerely,

A handwritten signature in dark ink, appearing to read 'Phyllis Barnette', with a stylized, flowing script.

Dr. Phyllis Barnette, DHSc, MA, LCAS, CCS

Dr. Phyllis Barnette

Telephone: 704.231.1469 • Email: drphilyb@gmail.com

PROFESSIONAL SUMMARY

Visionary leader and accomplished professional with a robust background in health and wellness education, program development, and clinical supervision. Expertise in managing multidisciplinary teams, designing and implementing impactful programs, and driving organizational goals. Demonstrated success in fostering environments that promote personal and professional growth, holistic well-being, and equity in service delivery.

Core Competencies

- Behavioral/Mental Health Subject Matter Expert
 - Community Advocacy & Outreach
 - Data-Driven Decision-Making
 - Health & Wellness Educator
 - Leadership & Team Development
 - Organizational Development
 - Project Management
 - Research Project Coordination
 - Rural Health Research Scientist
-

PROFESSIONAL EXPERIENCE

Anuvia Prevention & Recovery Center

Clinical Manager

May 2025 - present

- Administrator and clinical/substance use disorder lead for clients seeking detox and residential program services. behavioral/mental health patients, developed person-centered diagnosis and treatment goals and plans.
- Drive the clinical and substance use disorder supportive services, develop innovative partnerships to expand access to community mental health, substance use disorder and wellness resources and support.
- Health educator/facilitator for clinical and medical team members for the accreditation and licensure requirements and to promote and maintain agency accreditation and service definition requirements.
- Lead group counseling sessions and educational workshops to address substance use prevention and promote holistic well-being.
- Supervise and mentor emerging professionals pursuing licensure, fostering competency and career growth.

Zenith Hope Center

Contract Clinical Supervisor/Health Educator

June 2017 – May 2025

- Administrator and development lead for health and wellness training tracks for behavioral/mental health patients, developed person-centered diagnosis and treatment goals and plans.
- Drive the development for support of innovative community outreach programs and partnerships to expand access to mental health, substance use disorder and wellness resources.
- Health educator/facilitator for clinical and medical team members for the accreditation and licensure requirements and to promote holistic health and well-being as professionals.

- Lead group counseling sessions and educational workshops to address substance use prevention and promote holistic well-being.
- Supervise and mentor emerging professionals pursuing licensure, fostering competency and career growth.

Center 360

Executive Director/Remote Learning Program Lead

March 2020 –May 2021

- Cultivated relationships with community stakeholders to expand services and secure long-term funding.
- Directed all aspects of organizational operations, including program development, fundraising, and strategic partnerships.
- Designed and implemented the Remote Learning Program, successfully supporting middle school students' academic and social-emotional needs during the pandemic.
- Supervised staff and volunteers, fostering a collaborative and mission-driven team culture.

C4 – Christ Centered Community Counseling

Contract Community Mental Health Clinician

August 2017 – February 2018

- Delivered health education and prevention counseling to at-risk youth and families, empowering them to make healthier informed choices.
- Conducted behavioral health research by assessing treatment efficacy and compiling case study reports for clinical evaluations.
- Applied evidence-based methodologies in counseling and health education, contributing to public health research initiatives.

Hope Haven, Inc.

V.P. of Resident Services

June 1999 – July 2012

- Key leadership role as part of the executive management team, reporting directly to the CEO and contributing to organizational decision-making.
- Directed research projects focused on education, substance use disorder prevention and treatment, healthcare and housing stability, leveraging data-driven decision-making.
- Designed and implemented data collection frameworks to evaluate the effectiveness of health and wellness programs.
- Supervised a multidisciplinary team of four staff members, providing guidance, training, and performance evaluations.

PROFESSIONAL/COMMUNITY INVOLVEMENT

- | | |
|--|------------------------|
| • Addiction Professionals North Carolina (APNC) Board Member | January 2023 – present |
| • Charlotte Neighborhood Matching Grants (NMG) Fund Board Member | June 2024 - present |
| • CLT Bike Camp – Board Member | May 2014 – present |
| • Mecklenburg County – Juvenile Crime Prevention Council (JCPC) Member | June 2020 – July 2023 |
| • North Carolina Public Health Association – Public Health Member | June 2021 - present |

PROFESSIONAL CERTIFICATIONS/LICENSURE

North Carolina Addictions Specialist Professional Practice Board (NCASPPB)
 Certified Clinical Supervisor (CCS # 20348)

February 2021

North Carolina Addictions Specialist Practice Board (NCASPPB)
Licensed Clinical Addictions Specialist (LCAS # 2109)

August 2013

PUBLIC COMMISSIONS

NC Notary Public (19940350054)

February 1994

EDUCATION

DHSc – Health Sciences (Rural Health Focus) Campbell University

December 2024

M.A. – Clinical Mental Health Counseling UNC-Charlotte

May 2010

B.S. – Social Sciences Gardner-Webb University

May 2004

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Ingrid
First Name

Bravo Nunez
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

ilbn58@gmail.com
Email Address

10310 Tisbury Rd Apt. 6202
Home Address

Charlotte
City

NC
State

28216
Postal Code

Mobile: (919) 672-1256
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.

3 years 3 months

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Hispanic

Gender *

☒ Female

Interests & Experiences

Education

Master of Healthcare Administration '23 Bachelor of Science in Biology '16

Cross River Therapy
Employer

Director of Clinical
Operations
Occupation

Business and civic experience

No previous business or civic experience

Area of expertise and interests/skills

Community health, diversity and equity inclusion

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 seeking to gain civic experience through committees that serve interests I am passionate about.

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

☐ Yes ☒ No

Hours Per Month Available for Position

5

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Ingrid Bravo Resume_Final.25_.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

Board Specific Questions

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Ingrid Bravo Nunez

Ingrid Bravo Nunez

Charlotte, NC 28216 • Phone: 919-672-1256 • E-Mail: ilbn58@gmail.com

Education

The University of North Carolina at Wilmington May 2023

- Master of Healthcare Administration

The University of North Carolina at Chapel Hill May 2016

- Bachelor of Science in Biology

Work Experience

Director of Clinic Operations – Cross River Therapy July 2025 - Present

Charlotte, NC

- Oversee operations across multiple clinic sites in collaboration with Clinical Directors and Office Managers
- Supervise and support Office Managers to ensure consistent operational standards and efficiency across locations
- Develop and maintain organization-wide scheduling systems to maximize therapist and clinic utilization
- Partner with clinical and administrative leadership to improve workflows, documentation compliance, and revenue cycle performance

Operations Manager - Cross River Therapy August 2023 - July 2025

Charlotte, NC

- Oversee daily operations of the clinic in collaboration with the Clinical Director
- Work with the clinical and support services teams to accept and process referrals
- Develop and maintain the client/therapist master schedule to maximize clinic and therapist utilization
- Ensure clinical staff submit appointment documentation in a timely manner to support revenue cycle targets

Clinic Manager - Integrated Behavioral Health Management November 2022 - August 2023

Charlotte, NC

- Supervise daily practice operations including managing budgets, billing, staff scheduling
- Hire, train, and monitor front desk staff
- Credential providers with Medicare, Medicaid, and commercial payers
- Collaborate with providers to develop business strategies and patient services
- Oversee marketing team to ensure promotion of services and patient recruitment
- Serve as privacy and security officer to ensure OSHA and HIPAA compliance

Skills

- Fluent in Spanish
- Experience with EHR systems: Epic, Cerner, Allscripts, Athena, CentralReach

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Kenya E Brown
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

kbee02022@gmail.com
Email Address

10320 Tisbury Rd Apt 5206
Home Address Suite or Apt

Charlotte NC 28216
City State Postal Code

Home: (704) 267-5539
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.

5 years

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Kenya E Brown

Education

My educational background has provided me with a strong foundation in understanding human behavior, social systems, and the factors that impact the well-being of women and families. Through my studies, I developed knowledge in areas such as mental health, family dynamics, and community-based support, which directly inform my approach to working with individuals in the foster care system. My education, combined with my professional experience, allows me to approach challenges with both a theoretical understanding and practical, real-world insight. I am committed to continued learning and staying informed on best practices that support the advancement and well-being of women in our communities.

Gaston County DHHS

Employer

Foster Care SW III and
Placement SW

Occupation

Business and civic experience

My business and civic experience is rooted in service, leadership, and a commitment to strengthening communities. Through my work in foster care and mental health, I have actively contributed to systems that support vulnerable populations, advocating for resources, stability, and improved outcomes for children and families. I am also in the process of developing a service-based business focused on supporting youth and young women who have experienced abandonment and abuse. This work reflects my commitment to creating structured, impactful programs that address emotional healing, life skills, and long-term empowerment. In addition to my professional work, I value community engagement and connection. I actively participate in local events and environments that foster relationship-building, wellness, and support. My civic mindset is centered on being both a contributor and a collaborator—someone who not only identifies needs within the community but also works toward sustainable, thoughtful solutions. I bring a combination of real-world experience, initiative, and a genuine passion for service, which allows me to contribute meaningfully to efforts that aim to improve the lives of women and families.

Area of expertise and interests/skills

My areas of expertise include foster care systems, trauma-informed care, and mental health support. I have hands-on experience working with children, youth, and families navigating complex emotional and social challenges, including trauma, abandonment, and instability. I specialize in understanding the intersection of mental health and family dynamics, and how systemic barriers impact the well-being and development of women and children. My experience has strengthened my ability to assess needs, provide compassionate support, and advocate for resources that promote long-term stability and healing. My skills include communication, active listening, emotional intelligence, advocacy, and building trust with individuals in vulnerable situations. I am skilled in trauma-informed engagement, crisis awareness, and supporting individuals through difficult life transitions. I am highly interested in women's empowerment, mental health awareness, family support systems, and community-based programs that promote healing and long-term growth. I am also passionate about developing initiatives that support youth and young women who have experienced trauma, with a focus on resilience, self-worth, and life skills development. I thrive in collaborative environments where I can contribute both practical insight and compassionate perspective to support meaningful community impact.

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 aligned with the mission to identify the status of women and create meaningful programs that support their advancement across education, law, health, and family life. My passion for serving women—particularly those who have experienced adversity—drives my desire to be part of a board that is committed to both awareness and action. I believe that understanding the real, lived experiences of women is the foundation for creating impactful change. Whether it's addressing gaps in access to resources, advocating for equitable opportunities, or supporting emotional and mental well-being, I am committed to contributing thoughtful insight and solutions that uplift women in every stage of life. My personal and professional experiences have given me a strong sense of empathy, resilience, and a deep appreciation for community-based support systems. I am especially passionate about empowering young women and creating safe, supportive environments where they can heal, grow, and thrive despite past challenges. Joining this advisory board would allow me to not only contribute to meaningful initiatives, but also collaborate with like-minded individuals who are dedicated to making a lasting impact. I am excited about the opportunity to help shape programs that foster strength, stability, and success for women and families 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

3 hours or more

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[R-KB2026.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

Board Specific Questions

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):

Kenya Brown

KENYA BROWN

Foster Care & Child Welfare Social Worker

Charlotte, NC

(kbee02022@gmail.com Cell:704-267-5539)

PROFESSIONAL SUMMARY

Dedicated and experienced Social Worker with over 15 years of progressive experience in foster care, permanency planning, CPS investigations, and program management. Proven ability to manage complex caseloads, coordinate multidisciplinary services, ensure compliance with state and federal regulations, and advocate for the safety, permanency, and well-being of children and families. Strong background in court proceedings, program development, policy implementation, and leadership within child welfare systems.

PROFESSIONAL EXPERIENCE

Foster Care Social Worker / Placement Social Worker

Gaston County Government (DSS) • Charlotte, NC

August 2022 – Present

- Provide comprehensive social work services to children in DSS legal custody residing in foster care
- Arrange and monitor out-of-home placements to ensure safety, stability, and compliance with licensing standards
- Coordinate and facilitate court-ordered visitation between parents and children
- Ensure children receive all required medical, dental, educational, and behavioral health services
- Develop individualized plans of care and work collaboratively with biological families toward reunification when appropriate
- Compile extensive legal documentation to support termination of parental rights and adoption readiness
- Prepare detailed court reports, attend legal meetings, and testify in court as required

Foster Care Worker / Foster Care Coordinator

Thompson Child & Family Focus • Charlotte, NC

May 2021 – August 2022

- Provided support, intervention, and service coordination for foster children and foster families across Central North Carolina

- Ensured compliance with licensing requirements, program standards, and agency policies
- Conducted home visits, assessments, and case documentation
- Supported placement stability through crisis intervention and ongoing family engagement

LINKS Social Worker & Foster Care 18-21 Social Worker

Department of Social Services

May 2017 – December 2020

- Supported permanency planning initiatives for youth transitioning out of foster care
- Coordinated the statewide Foster Care 18–21 Program, leading policy development, training, and consultation
- Managed the LINKS program, supporting youth with life skills, education, housing, and employment readiness
- Led fundraising initiatives, budgeting, merchandising, event planning, and community partnerships
- Assisted with contract management, marketing, public relations, and data reporting
- Supported permanency outcomes and transition planning for older youth

CPS Investigator

Forsyth County Department of Social Services • Winston-Salem, NC

December 2016 – January 2017

- Managed complex and high-risk child protective services investigations
- Conducted in-home and office interviews to assess child safety and family needs
- Interpreted and applied state, county, and departmental policies and regulations
- Prepared detailed reports, case records, and correspondence
- Served in a lead capacity when assigned, assisting with consultation and training
- Participated in policy development and case decision reviews

Intensive Case Manager / Foster Care / Licensing

Mentor Network • Greensboro, NC

October 2014 – January 2016

- Provided intensive case management services to children and families

- Developed individualized care plans tailored to client needs and preferences
- Coordinated services with caregivers, providers, and community agencies
- Supported foster care placements and licensing processes

Foster Care Worker / Licensing

Mentor Network • Greensboro, NC

September 2012 – January 2016

- Worked with foster families on authorizations, documentation, and licensing compliance
- Maintained accurate case files and ensured regulatory adherence

Program Manager / Case Manager

Youth Opportunities • Winston-Salem, NC

February 2008 – August 2011

- Delivered services to children and families in Day Treatment and Community Support programs

- Ensured compliance with agency policies, procedures, and service models
- Managed caseloads, documentation, and service coordination

Program Manager

Bridging to Success • Salisbury, NC

July 2005 – November 2007

- Conducted intake evaluations and progress notes
- Created and updated person-centered treatment plans
- Coordinated services between clients, caregivers, and social service agencies
- Administered medication and ensured treatment compliance
- Recruited, trained, and supervised program staff

Counselor / House Parent

Nazareth Home • Rockwell, NC

December 2004 – March 2005

- Provided counseling to children and adolescents focused on education, social skills, and independent living
- Conducted youth assessments and coordinated services with community resources
- Supported youth transitioning out of care and maintained post-discharge contact

EDUCATION

Bachelor of Science in Psychology

North Carolina A&T State University • Greensboro, NC

CORE SKILLS

- Foster Care & Permanency Planning
- Child Welfare & CPS Investigations
- Case Management & Documentation
- Court Reports & Legal Testimony
- Placement Coordination & Monitoring
- Family Reunification & Adoption Readiness
- Program Development & Policy Implementation

- Licensing & Regulatory Compliance
- Youth Transition & Independent Living Programs
- Crisis Intervention & Advocacy
- Multidisciplinary Collaboration

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Claire N Covington
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

claire@covingtonus.com
Email Address

1916 Ashland Avenue
Home Address

Charlotte NC 28205
City State Postal Code

Home: (312) 498-5151
Primary Phone Alternate Phone

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

☒ 4

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

94 months

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ Prefer not to Answer

Gender *

☒ Prefer not to say

Interests & Experiences

Education

Undergraduate degree from Tulane University in the wonderfully diverse city of New Orleans, LA. JD from the always amazing Chicago, Illinois.

Wise Covington PLLC

Employer

Co-Founder

Occupation

Business and civic experience

I am an attorney with experience in regulatory analysis, policy review, and community advocacy. My legal practice has equipped me with the ability to critically evaluate ordinances, administrative rules, and municipal policies, and to advocate clearly on behalf of constituents and stakeholders. I previously helped Stephanie Sneed's campaign when she beat the incumbent to win the School Board race in Dist. 4.

Area of expertise and interests/skills

I lived in Chicago for 10 years without a car, so I have a strong interest in active transportation, urban mobility, and the development of safe, accessible infrastructure for cyclists of all ages and abilities. My legal background allows me to analyze proposed policies and funding mechanisms, identify gaps in existing frameworks, and communicate complex issues clearly to diverse audiences.

Additional Comments

I live in Plaza Midwood, where I chose to raise my two young children in part because of the neighborhood's walkability and proximity to local joints accessible by bike. Cycling is not just a personal value for our family: it is central to how we live and move through our community. Last weekend, we biked to Rosie's Coffee Shop and Garden. However, as a parent navigating these streets with young children, I am acutely aware of the safety challenges that cyclists face. Personally, I'm aware of at least one cyclist death near my home. As such, I am committed to making Mecklenburg County a safer, more connected place for riders of all ages and abilities, and I believe my legal and analytical skills can contribute meaningfully to the committee's efforts to expand infrastructure and improve cycling safety for all residents.

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.

None.

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

I'm interested in community involvement!

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

☐ Yes ☒ No

Hours Per Month Available for Position

10

How did you learn of the vacancy? *

☒ Other

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

Ms. Leigh Altman sent me an email!

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

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

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

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

☐ Yes ☒ No

Board Specific Questions

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):

Claire N. Covington

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Nicole S Ingram
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

Nicholson

nicole@stacynicole.com
Email Address

5026 Kellaheer Place
Home Address

Charlotte NC 28216
City State Postal Code

Mobile: (240) 500-8263 Business: (704) 595-3766
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.

15 Months

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Profile

Nicole

First Name

S

Middle
Initial

Ingram

Last Name

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

Nicholson

nicole@stacynicole.com

Email Address

5026 Kellaheer Place

Home Address

Charlotte

City

NC

State

28216

Postal Code

Mobile: (240) 500-8263

Primary Phone

Business: (704) 595-3766

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.

15 Months

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

Bachelor of Science in Family and Child Consumer Sciences, Florida State University
Associate of Arts in Interior Design, Lanier Technical College Educational background focused on human-centered environments, family dynamics, and functional design, providing a strong foundation for understanding how living spaces, community infrastructure, and access to resources impact the well-being of women and families.

Stacy Nicole interiors, Inc.

Employer

Interior Designer

Occupation

Nicole S Ingram

Business and civic experience

Extensive civic and volunteer leadership experience, including active membership in the Junior League (Atlanta, Washington, DC, Raleigh, and Charlotte chapters). Former Member and Chair of the Washington County Commission for Women (MD), Member of Maryland Commission for Women, Co-Chair of Listening Tour, and past Chair of the Wake County Commission for Women (NC), where I contributed to policy discussions, community programming, and advocacy initiatives impacting women and families. Additional community involvement includes work with The Green Chair Project and ongoing engagement as a community advocate supporting initiatives related to housing, economic empowerment, and quality of life.

Area of expertise and interests/skills

My expertise spans interior design, project management, and small business leadership, with a strong focus on how the built environment impacts safety, functionality, and quality of life for women and families. I bring experience in strategic planning, stakeholder engagement, and community advocacy, along with a deep understanding of housing, design accessibility, and economic empowerment. My interests include advancing equitable access to safe and functional living spaces, supporting women-owned businesses, and contributing to initiatives that strengthen family stability and community development within Mecklenburg County.

Additional Comments

As a community-focused interior designer, and business owner. As the founder and principal designer of Stacy Nicole Interiors, I bring over 19 years of experience creating functional, safe, and elevated residential and commercial environments that directly impact how individuals and families live and thrive. My work extends beyond design into community advocacy and civic leadership. I have previously served as Chair of the Washington County Commission for Women (Maryland), a member of the Maryland Commission for Women, and Co-Chair of the Listening Tour initiative. I also served as Chair of the Wake County Commission for Women (North Carolina), where I contributed to initiatives focused on women's empowerment, family stability, and community engagement. My educational background in Family and Child Consumer Sciences, combined with hands-on experience in construction and project management, provides a unique perspective on how housing, environment, and access to resources influence quality of life. I am particularly passionate about advancing opportunities for women, supporting economic empowerment, and contributing to policies that strengthen communities. As a business owner and single mother, I bring both professional expertise and lived experience to my work, offering a well-rounded and solution-oriented perspective to leadership and service.

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, I have served on the Washington County Commission for Women (MD), Former Chair (2012- 2014); Maryland Commission for Women (2014- 2017) Wake County Commission for Women (NC), Former Chair (2018- 2019).

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

I am interested in serving on the Mecklenburg County Women's Advisory Board because I am deeply committed to advancing opportunities, equity, and quality of life for women in our community. My professional work and civic leadership have consistently centered on creating environments and systems that support women's success, whether through housing, economic opportunity, or community engagement. I see this board as an opportunity to collaborate with county leaders and fellow advocates to help shape meaningful policies and initiatives that address the evolving needs of women in Mecklenburg County. Having previously served in leadership roles on women-focused commissions, I understand the importance of thoughtful advocacy, data-informed decision-making, and community-driven solutions. I am eager to contribute my experience, perspective, and dedication to helping Mecklenburg County continue to be a place where women and families can thrive.

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

☐ Yes ☒ No

Hours Per Month Available for Position

15-20

How did you learn of the vacancy? *

☒ Mecklenburg County Website

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

n/a

[Design Resume.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

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

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

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

I don't think so.

• 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

Board Specific Questions

Disclaimer

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Nicole Stacy Alicia Ingram

Nicole S Ingram

NICOLE S. INGRAM

INTERIOR DESIGNER -
LUXURY RESIDENTIAL &
COMMERCIAL PROJECTS

/ CONTACT

(240)500-8263
ningram74@icloud.com
@msnicoleingram

/ EDUCATION

**Bachelor of Science, Family &
Child Consumer Science**

Florida State University

**Associate of Arts, Interior
Design**

Lanier Technical College

/ CORE COMPETENCIES

- CAD Drafting & Design
Documentation
- FF&E Procurement &
Sourcing
- Luxury Staging & Styling
- Client Presentations & Mood
Boards
- Project Management
- Vendor & Contractor
Coordination

/ CERTIFICATIONS

- OSHA 10 Certified
- ASID Allied Member

/ SOFTWARE

- AutoCAD
- Adobe Suite

/ PROFILE

Award-winning designer with 14+ years of experience in luxury residential and commercial interiors. Expert in space planning, FF&E sourcing, staging, and CAD documentation. Proven ability to collaborate with builders and trades to execute elevated, functional designs. Strong background in vendor management, installation oversight, and client walkthroughs. OSHA 10 Certified.

/ PROFESSIONAL EXPERIENCE

Stacy Nicole Interiors, Inc. - Charlotte, NC
Principal Interior Designer | Jan 2011 - Present

- Manage multiple design projects with overlapping schedules and budgets.
- Coordinate subcontractors, deliveries, and installations to meet timelines.
- Conduct on-site walkthroughs to ensure project progress and quality control.
- Lead designer on luxury home projects, collaborating with builders and homeowners to design elevated, livable interiors.

Collated Construction - Cumming, GA
Chief Operating Officer | 2003 - 2010

- Oversaw scheduling, site coordination, and contractor performance.
- Managed procurement and material logistics for design-build projects.
- Directed client communications and milestone reporting.

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Caitlyn T Lee
First Name Middle Initial Last Name

ctesslee@gmail.com
Email Address

11607 Millside Dr. Unit 308
Home Address Suite or Apt

Charlotte NC 28215
City State Postal Code

Mobile: (910) 998-2928
Primary Phone Alternate Phone

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

☒ 4

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

3 months

My age range is (please select one): *

☒ 30 to 45

Ethnicity *

☒ Hispanic
☒ Caucasian-Non-Hispanic

Gender *

☒ Female

Interests & Experiences

Education

I hold a Master of Science in Industrial Organizational Psychology and a Bachelor of Science in Psychology.

Humane Society of Charlotte

Employer

Community Support
Specialist

Occupation

Business and civic experience

I bring a unique blend of operational leadership and community engagement experience. Over the past decade, I've led strategic business operations across public health services, animal welfare, and non-profit sectors. I'm specialized in organizational development, performance analysis, and cross-functional team alignment. In all my roles, I am a motivated leader that's guided by solution-focused thinking and optimizing areas of growth. In my civic work, I've consistently engaged with the community through volunteer leadership, public events, and advocacy. I've organized and supported initiatives ranging from senior care animal enrichment, beach preservation, mental health awareness, and shelter support. My roles have included volunteer coordinator, chamber of commerce representative, and program organizer. I am commitment to building strong, connected, and compassionate communities. Community Health (7+ yrs experience). Animal Welfare Services (2+ yrs experience).

Area of expertise and interests/skills

I specialize in operational strategy, organizational development, and community engagement. My core strengths include process improvement, report analytics, data-driven decision-making, and cross-sector collaboration. I'm passionate about building sustainable systems that improve access to care, for both people and animals. I'm interested in creating inclusive community-centered solutions that aid the county's vision and mission. I'm also skilled in event planning, project management, and building bridges between community partners. My interests lie at the intersection of health equity, community relationships, and humane service delivery.

Additional Comments

Core competencies that have directly contributed to my impact efforts: - Event Planning and Coordination - Operational Strategy & Execution - Stake Holder Communication - Performance Data Reporting - Budget & Resource Management - Project & Program Management - Marketing and Network Outreach

Additional Information

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

No.

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

I'm interested in serving on the Advisory Board because I'm passionate about building bridges between organizations, non-profits, small businesses, and the communities they serve. I've worked directly with diverse populations to address both human and animal needs through accessible, compassionate care. I've seen how vital trust, communication, and effective leadership aids collaborative impact. I'm hoping to bring innovation and collaboration to Mecklenburg County like that of which I've brought to others. The opportunity to be on an Advisory Board holds a broader platform where I can help shape strategy, promote equity, and support programs that reflect the real relationship building in a community. I am passionate about practices within government where my skills can best be served and hoping to continue gaining a stronger understanding of how the framework within government functions, particularly as they relate to policy implementation and community engagement.

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

☒ Yes ☐ No

Hours Per Month Available for Position

20 hours

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Ops_CTL_Resume_25_.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

Board Specific Questions

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☒ I Agree

Signature of Applicant (Sign Your Legal Name):

Caitlyn Tessa Lee

C. TESSA LEE

ctesslee@gmail.com

Results-oriented operations leader with a background in organizational development, process optimization, and team performance management. Known for designing and implementing efficient systems, leading report analytiucs, and aligning cross-functional teams with strategic goals. Adept at transforming complex challenges into scalable operational solutions across healthcare, nonprofit, and business sectors.

(910) 998-2928

Charlotte, NC

PROFESSIONAL EXPERIENCE

Humane Society of Charlotte - Charlotte, NC

Community Support Services

September 25' - Present, 40+ hrs/wk

Assists and empowers pet owners in solving pet related concerns by providing resources and information about internal and external programs with assistance options. Aides coordination support to Pet Food Bank operations. Supports departmental cross-channel communications.

River Road Animal Hospital - Southport, NC

Business Operations & Development Strategist

February 25' - July 2025, 40 + hrs/wk

Led operational redesign aligning practice goals with stakeholder vision and industry benchmarks. Implemented scalable systems for documentation, inventory control, and budgeting. Conducted Network analyses. Introduced monthly stakeholder reports utilizing key performance indicators (KPIs) and ROI metrics. Managed vendor coordination, community outreach logistics, and physical/digital asset branding.

CORE COMPETENCIES

- Operational Strategy & Execution
- Process Improvement & Efficiency Systems
- Organizational Change Management
- Cross-functional Leadership
- Staff Development
- Data-Driven Decision Making
- Performance Analysis & Reporting
- Budget & Resource Management
- Project & Program Management

EDUCATION

MS in Industrial Organization Psychology

Grand Canyon University

October 23'

BS in Psychology

Kennesaw State University

July 16'

Eastern Carolina Veterinary Referral Emergency & Specialty Hospital - Wilmington, NC

Referral Relationship Manager

September 24' - January 25', 50+ hrs/wk

Enhanced internal operations through ETL optimization and improved data reporting models. Supported HR and internal audits via staff feedback systems and review processes. Oversaw digital transformation of internal/external platforms and launched departmental alignment strategies. Applied SWOT analysis to inform high-impact decisions across operations and marketing. Led network of 140+ referral practices.

RHA Health Services- Wilmington, NC

Crisis Management Responding

May 23' - March 24', 50+ hrs/wk

Facilitated rapid-response operational decisions for high-need community populations. Implemented tracking systems for program effectiveness, staff allocation, and task distribution. Coordinated interdepartmental communication to meet cross-functional performance goals.

RHA Health Services - Wilmington, NC

Team Lead Specialized Case Manager

October 21' - November 22', 45+ hrs/wk

Managed caseload operations for over 50+ clients, overseeing state-funded housing transitions. Developed team training models and operational frameworks for compliance and quality assurance. Conducted formal investigations and managed internal documentation for state audits

C. Tessa Lee

ctesslee@gmail.com - (910) 998-2928 - Charlotte, NC

RHA Health Services - Asheville, NC

Residential Treatment Specialist

February 19' - November 21', 40 hrs/wk

Creation for project planning grant opportunities. Directed operations for residential care programs, including staffing, logistics, and compliance. Developed systems for long-term aftercare planning and coordinated grant-based initiatives.

Eliada Homes - Asheville, NC

Program Manager

April 18' - September 18', 50+ hrs/wk

Supervised 15+ staff members and aligned operations with regulatory care models. Developed scheduling solutions and optimized resource allocation under budget constraints.

Trails Carolina - Lake Toxaway, NC

Lead Field Instructor

March 17' - April 18', 45 hrs/wk

Oversaw wilderness-based programs, coordinated team logistics, and conducted training for field staff. Maintained detailed documentation aligned with treatment goals and crisis intervention strategies.

COMMUNITY INVOLVEMENT

- **(July 25') Senior Enrichment with Animal Care - Event Organizer**
The Landings of Oak Island Enrichment Event & River Road Animal Hospital - Oak Island, NC
- **(May 25') Beach Clean Up - Event Organizer/Volunteer**
Oak Island Beach Preservation Clean-up & River Road Animal Hospital - Oak Island, NC
- **(Feb 25' - July 25') Business representative support for community planning and events**
Member Representative - Southport Chamber of Commerce
- **(January 25') Animal Shelter Volunteer**
Sgt. Peppers Friends - Oranjestad, Aruba
- **(September 22' - September 23') Volunteer Representative, Event Organizer**
National Alliance on Mental Illness - Wilmington, NC
- **(October 20' - October 21') Animal Volunteer Intake Coordinator**
Asheville Humane Society - Asheville, NC
- **(October 20' - January 21') Volunteer Animal Assistant**
Heart of Foothills Animal Shelter - Asheville, NC
- **(June 16' - July 16') Cape Coast Intern**
Kennesaw State University - Ghana
- **(February 16' - April 16') Activity enrichment for IDD student charter - Internship**
Jacob's Ladder - Roswell, GA
- **(August 14' - July 16') Active Minds Chapter Vice President**
Kennesaw State University - Kennesaw, GA

Statement to Applicants

Which Boards would you like to apply for?

Women's Advisory Board: Submitted

Profile

Karen Linyard
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

Karen Legree, Karen Bunn, and Karen Rockhead

rockh.kar@gmail.com
Email Address

3313 Ringtail Lane
Home Address

Charlotte NC 28216
City State Postal Code

Mobile: (704) 201-5095
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.

17

My age range is (please select one): *

☒ 46 to 55

Ethnicity *

☒ African American

Gender *

☒ Female

Interests & Experiences

Education

Project Management Certificate Program, University of California Irvine, March 2022 Doctor of Business Administration, Walden University, March 2021 Master of Business Administration, ECPI University, April 2017 Bachelor of Science in Healthcare Administration, ECPI University, January 2015 Practical Nurse Program, Dutchess BOCES, June 2004

Atrium Health

Employer

Project Manager

Occupation

Business and civic experience

I have served as a volunteer and in leadership roles of several community organizations in the past. I currently serve on the South Piedmont AHEC Scholars Regional Advisory Committee.

Area of expertise and interests/skills

I have an extensive background in the healthcare field, process improvement and strategic planning. My strengths include planning, organization and problem resolution. I have an interest in continued learning and growth, volunteerism and giving back to my community.

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 Women's Advisory Board because I would love the opportunity to collaborate with board members, residents and community leaders to help advance opportunities and access for women in our community. I believe my experiences and background in organizational improvement, consulting and healthcare would be valuable in helping to achieve set goals. Serving on this board would allow me to give back to my community and impact meaningful and sustainable change.

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

☐ Yes ☒ No

Hours Per Month Available for Position

8

How did you learn of the vacancy? *

☒ Mecklenburg County Website

[Linyard_Karen_Resume_.pdf](#)

Upload a Resume

Disclosure

Are you a Mecklenburg County resident?

☒ Yes ☐ No

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

☐ Yes ☒ No

Are you a current vendor with Mecklenburg County?

☐ Yes ☒ No

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

☐ Yes ☒ No

Board Specific Questions

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):

Karen Linyard

Karen Linyard

Rockh.kar@gmail.com • 704-201-5095 • Charlotte, NC 28216

Strategic and results-driven Project Manager with over a decade of experience leading complex, cross-functional initiatives in healthcare operations and organizational performance. Proven ability to manage full project lifecycles—from initiation through closure—while driving enterprise-wide change and stakeholder engagement. Skilled in evaluating multifaceted impacts, developing comprehensive engagement strategies, and implementing performance metrics that support sustainable transformation. Adept at collaborating with senior leaders, sponsors, and cross-functional teams to clarify requirements, influence policy, and deliver measurable outcomes. Holds a Doctor of Business Administration with a focus on Consulting, with a solid foundation in change management, strategic planning, and resource optimization.

Core Competencies:

- Strategic Planning & Execution
- Healthcare Operations & Ambulatory Care
- Transition & Acquisition Management
- Regulatory Compliance & Risk Mitigation
- Performance Improvement & Quality Assurance
- Data Analysis & Financial Reporting
- Change Management & Stakeholder Engagement
- Training, Coaching & Team Development

Professional Experience

ATRIUM HEALTH • Charlotte, NC • 2008 - Present

Spearheaded multiple cross-functional initiatives aimed at reducing operational inefficiencies and eliminating waste across ambulatory care and transition services. These efforts led to increased access to care, streamlined workflows, and optimized resource utilization.

PROJECT MANAGER (2017 – PRESENT)

Oversee projects from conception and development to closeout to assure continuous adherence to the operational plan. Streamline processes within ambulatory units to build upon business strategies. Collect and analyze data to identify gaps in project performance, determine next steps, and institute solutions to improve patient care. Lead cross-functional teams in the assessment, resolution, and implementation of project improvements in accordance with regulatory agencies, accrediting entities, company policies, and ethical business practices. Provide training on all new functional procedures to ensure proper and timely implementation

Key Accomplishments:

- Lead strategic transitions of over 30 ambulatory care practices, improving access for thousands of patients and streamlining workflows for 500+ clinicians.
- Directed the consolidation of 28 tax IDs into 4, impacting 74 practice locations and 600+ clinicians, ensuring compliance and operational continuity.
- Collaborated to implement process improvements in Gastroenterology referrals, reducing delays and enhancing patient access.
- Served as Organization Administrator for COVID Vaccine Management System, coordinating site enrollments with NC DHHS.
- Launched patient call centers in Georgia market, improving regional support and service delivery.
- Developed and implemented Medallia Performance Improvement Plan for Medical Group leaders.
- Standardized triage communication, reducing ER visits by 51% and improving care coordination.
- Increased first-call resolution by 60%, enhancing patient satisfaction and operational efficiency.
- Piloted workflow enhancements for 50+ clinicians and 75 teammates across 7 locations, improving communication and productivity.

Karen Linyard

OPERATIONS ASSOCIATE II (2015 – 2017)

Delivered high-quality programs and solutions that met business and patient needs. Managed site assessments, performed comprehensive analysis of workflow processes, determined staffing requirements, and assessed training needs. Created detailed project design documents and task-level project plans to organize cross-functional teams focused on the quality of patient care.

Key Accomplishments:

- Led implementation of Standard Work processes across 3 practices, achieving 95% competency among staff.
- Delivered training to 200+ clinical staff, improving adherence to protocols and patient care quality.
- Successfully onboarded new team members, enhancing team cohesion and readiness.

LICENSED PRACTICAL NURSE / CLINICAL ASSISTANT II (2008– 2015)

Provided quality nursing care through the treatment of patients in ambulatory care units. Performed and assisted with various in-patient procedures. Coordinated additional care for diagnostic imaging and referral to specialists. Oversaw coordination of various administrative clinical activities.

Key Accomplishments:

- Managed a **\$40K clinical supplies budget**, maintaining cost efficiency and resource availability.
- Conducted annual in-service training, ensuring compliance and staff competency.
- Introduced daily improvement huddles, enhancing team communication and problem-solving.

HIGHLAND ASSISTED LIVING • Highland, NY • 2006 - 2008
Provided quality nursing care for residents in a 46-bed facility.

LICENSED PRACTICAL NURSE

Managed four Personal Care Assistants including on-boarding, training, performance feedback, mentorship, and disciplinary actions. Provide basic and advanced treatment to patients while optimizing wellness. Coordinated medication management, and symptom documentation. Maintained detailed documentation on patient condition and treatment plans in compliance with HIPAA regulations and state and federal guidelines.

Key Accomplishments:

- Streamlined policies and processes that resulted in the reduction of administered medication errors and improved patient safety.
- Conducted initial and annual in-service training for facility employees.
- Held weekly and daily (as needed) safety reviews of facilities to ensure environment was safe for residents.

FISHKILL CENTER FOR REHABILITATION AND NURSING • Beacon, NY • 2004 - 2008
Provided quality nursing care for residents in a long-term care facility.

LICENSED PRACTICAL NURSE

Provided basic and advanced treatment to patients, optimizing wellness in a vulnerable patient population. Coordinated medication management, and symptom documentation. Provided patient education and information on treatment plans to family members as needed. Maintained detailed documentation on patient condition and treatment plans in compliance with HIPAA regulations and state and federal guidelines.

Key Accomplishments:

- Delivered compassionate, quality care to an average of 20 residents per shift ensuring adherence to individualized treatment plans.
- Built strong relationships with residents and families to increase trust in care delivery.
- Collaborated with interdisciplinary teams to develop and revise treatment plans to enhance patient outcomes and promote care coordination.

Karen Linyard

Leadership Development

Participant – Leadership Connect Series with Vice President

Atrium Health – Charlotte, NC

January 2025 – September 2025

- Completed a 6-session leadership development program focused on communication and strategic thinking.
- Engaged in group discussion on goal setting, leadership imperatives, and problem solving
- Read and discussed *The Secret* by Ken Blanchard and Mark Miller, and *The Heart of Leadership* by Mark Miller

Participant – Emotional Intelligence for Leaders

LEAD Program – Zoom

January 2025

- Engaged in a session focused on self-awareness, self-regulation, empathy, and social skill development.

Participant – Project Management – Change Management Principles

Online seminar – Zoom

February 2025

- Attended a session focused on change management models and the impact on successful project management outcomes.

Participant – Mentoring Program

Greater Charlotte Healthcare Executives Group Mentor Program – Charlotte, NC

September 2017 – September 2018

- Completed monthly mentoring sessions with an assigned mentor focused on goal setting and career development.

Education & Credentials

- Doctor of Business Administration (Consulting) – Walden University, 2021
- MBA, Healthcare Administration – ECPI University, 2017
- BS, Healthcare Administration (Acute Care Track) – ECPI University, 2015
- Project Management Certificate – UC Irvine, 2022
- Practical Nurse Program – Dutchess BOCES, 2004
- Lean Six Sigma Green Belt Certified – Expert Rating, 2015
- Licensed Practical Nurse – NC Board of Nursing (Exp. Aug 2026)

Leadership & Community Engagement

- AHEC Scholars Advisory Committee Member – Provides strategic guidance for regional healthcare education.
- Health & Wellness Ministry, New Zion Church – Organizes health events and serves on emergency response team.
- PTSA President, Mallard Creek HS – Led strategic initiatives, fundraising, and advocacy for student success.
- President, Divine Nine Alliance, Walden University – Promoted academic excellence and professional development.
- Committee Co-Chair, Policies & Procedures, Delta Sigma Theta Sorority, Incorporated – Led policy updates and governance alignment.



Mecklenburg County, NC

Women's Advisory Board

Board Details

The Women's Advisory Board is to identify periodically the Status of Women in Mecklenburg County; to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Must be a resident of Mecklenburg County.

Mission Statement

The mission of the Women's Advisory Board is to promote the critical and emerging needs of women in Mecklenburg County through education and service.

Purpose

The WAB is to identify periodically the status of women in Mecklenburg County; to recommend ways to work toward the betterment of the status of women in education, employment, family, community, health, law, finance, and social services; to work collaboratively with other organizations; and to provide community leadership opportunities by initiating and promoting programs designed to serve the needs of women.

Overview

- ☐ **Size** 15 Seats
- ☐ **Term Length** 3 Year
- ☐ **Term Limit** 2 Terms

Contact

- ☐ **Name** Elyse Hamilton-Childres, Abigail Wyatt
- ☐ **Phone** (704) 900-9343

Additional

Qualifications

Must be a resident of Mecklenburg County.

Advisory Board Details

Contact staff advisor for more information.

Meeting Dates/Times

Monthly - 4th Monday at 5:30 p.m.

Meeting Location

Valerie C. Woodward Center - Ste. 4023 3205 Freedom Drive Charlotte, NC 28202

Time Commitment

3 hours per month

Stipend

No

Special Notes**Job Description**

Women's Advisory Board

Board Roster

Kandice L Mcqueen

1st Term Oct 03, 2023 - Apr 30, 2027

Email kandiced@me.com

Appointing Authority BOCC

Home Phone Mobile: (803) 389-4883

Address

12347 Hunting Birds Lane
Charlotte , NC 28278

Holly Sullivan

Partial Term Mar 17, 2026 - Apr 30, 2027

Email hollydbyrd@gmail.com

Appointing Authority BOCC

Home Phone Home: (980) 223-9881

Address

5432 Dolphin Ln
Charlotte, NY 28215

Kaovny M Jonas

Partial Term Mar 17, 2026 - Apr 30, 2027

Email kmjonas@clproject.org

Appointing Authority BOCC

Home Phone Mobile: (803) 467-9931

Address

16214 Fieldstone Trace
Charlotte, NC 28278

Dayna Alexander

Partial Term Mar 17, 2026 - Nov 30, 2027

Email dayna_alexander@hotmail.com

Appointing Authority BOCC

Home Phone Mobile: (704) 942-4006

Address

11126 Pagebrook Lane
Charlotte, NC 28214

Ronea Chambers

Partial Term Apr 01, 2025 - Nov 30, 2027

Email asnwdrp@yahoo.com

Appointing Authority BOCC

Home Phone Mobile: (301) 653-0053

Address

14136 Lissadell circle
Charlotte , NC 28277

□

Denawa D Alberti

2nd Term Dec 21, 2021 - Nov 30, 2027

Email denawa.alberti@gmail.com

Home Phone Mobile: (919) 464-8161

Address

4235 Millennium Ave Apt. 12101
Charlotte, NC 28217

Appointing Authority BOCC

□

Olga Better Stemmer

1st Term Jan 22, 2025 - Nov 30, 2027

Email olga.better@gmail.com

Home Phone Mobile: (704) 352-2856

Address

5230 Furman PL
Charlotte , NC 28210

Appointing Authority BOCC

□

Catherine Etemad

1st Term May 20, 2025 - Apr 30, 2028

Email catherine.etemad@htb.com

Home Phone Mobile: (310) 709-9003

Address

15014 Ockeechobee ct
Mint Hill, NC 28227

Appointing Authority BOCC

□

Camellia T Nixon

1st Term Oct 03, 2023 - Nov 30, 2028

Email camellia.nixon@gmail.com

Home Phone Mobile: (704) 453-4732

Address

1622 MERRIMAN AVE
CHARLOTTE, NC 28203

Appointing Authority BOCC

□

Tanya L Fowlkes

1st Term Mar 17, 2026 - Mar 31, 2029

Email tlfowlkes@gmail.com

Home Phone Mobile: (757) 814-0267

Address

3650 Full Moon Avenue Apt 2721
Charlotte, NC 28262

Appointing Authority BOCC

□

Shante L Acuna

1st Term Mar 17, 2026 - Mar 31, 2029

Email shante.acuna@gmail.com

Appointing Authority BOCC

Home Phone Home: (704) 303-6039

Alternate Phone Home: (704) 315-3654

Address

12205 westbury glen court
Charlotte, NC 28262

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