



AGENDA
CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, FEBRUARY 2, 2021
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM

***Due to the COVID-19 pandemic, the Cuyahoga County Administration Building is closed for public meetings at this time. As this meeting is being conducted remotely, in accordance with HB 197, interested persons may access the meeting via livestream by using the following link:**
<https://www.youtube.com/CuyahogaCounty>

****Public comment for this meeting may be submitted in writing via email to the Assistant Deputy Clerk of Council at arjohnson@cuyahogacounty.us no later than 9:00 a.m. on Tuesday, February 2, 2021**

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. APPROVAL OF MINUTES FROM THE JANUARY 19, 2021 MEETING**
- 5. MATTERS REFERRED TO COMMITTEE**
 - a) R2021-0039: A Resolution confirming the County Executive's appointment and reappointment of various individuals to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for various terms, and declaring the necessity that this Resolution become immediately effective as follows:
 - i. Appointment for an unexpired term ending 12/31/2021:

- a) Donisha Greene (Replacing Camren Harris)
- ii. Appointment for the term 1/1/2020 – 12/31/2022:
 - a) Dr. Victoria Winbush
- iii. Appointments for the term 1/1/2021 – 12/31/2023:
 - a) Mark Batson
 - b) Katie Boland
 - c) Yvette Bozman
 - d) Kristie Groves
 - e) Yvanka Hall
 - f) Kathleen Hallisey
 - g) Julie Johnson
 - h) Janet Keeler
 - i) Janet Montoya
 - j) Shannon Monyak
 - k) Douglas Tayek
 - l) Kim Thomas
 - m) Eugene Ward, Jr.
- iv. Reappointments for the term 1/1/2021 – 12/31/2023:
 - a) Bill Hebble
 - b) Carolyn Lookabill

6. MISCELLANEOUS BUSINESS

7. ADJOURNMENT



MINUTES

**CUYAHOGA COUNTY HUMAN RESOURCES, APPOINTMENTS & EQUITY
COMMITTEE MEETING
TUESDAY, JANUARY 19, 2021
CUYAHOGA COUNTY ADMINISTRATIVE HEADQUARTERS
C. ELLEN CONNALLY COUNCIL CHAMBERS – 4TH FLOOR
10:00 AM**

1. CALL TO ORDER

Chairwoman Brown called the meeting to order at 10:00 a.m.

2. ROLL CALL

Ms. Brown asked Assistant Deputy Clerk Johnson to call the roll. Committee members Brown, Gallagher, Miller and Sweeney were in attendance and a quorum was determined. Committee member Conwell joined the meeting shortly after the roll call was taken. Councilmember Jones was also in attendance.

3. PUBLIC COMMENT

There were no public comments given.

4. APPROVAL OF MINUTES FROM THE DECEMBER 1, 2020 MEETING

A motion was made by Ms. Brown, seconded by Mr. Miller and approved by unanimous vote to approve the minutes from the December 1, 2020 meeting.

5. MATTERS REFERRED TO COMMITTEE

- a) R2021-0003: A Resolution adopting various changes to the Cuyahoga County Non-bargaining Classification Plan, and declaring the necessity that this Resolution become immediately effective.

Mr. Albert Bouchahine, Manager of Classification and Compensation for the Personnel Review Commission; addressed the Committee regarding Resolution No. R2021-0003. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Bouchahine pertaining to the item, which he answered accordingly.

On a motion by Ms. Brown with a second by Mr. Miller, Resolution No. R2021-0003 was considered and approved by unanimous vote to be referred to the full Council agenda for second reading.

- b) R2021-0023: A Resolution confirming the County Executive's appointment of Cathy Belk to serve on the City of Cleveland/Cuyahoga County Workforce Development Board for an unexpired term ending 6/30/2021; and declaring the necessity that this Resolution become immediately effective.

Ms. Michele Pomerantz, Director of Regional Collaboration, addressed the Committee regarding Resolution No. R2021-0023. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

Ms. Cathy Belk addressed the Committee regarding her nomination to serve on the City of Cleveland/Cuyahoga County Workforce Development Board. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Belk pertaining to her experience, expertise, and qualifications, which she answered accordingly.

Ms. Ida Ford, Workforce Development Administrator with Ohio Means Jobs, addressed the Committee regarding Resolution No. R2021-0023. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Ford pertaining to the item, which she answered accordingly.

A motion was then made by Mr. Miller seconded by Ms. Brown and approved by unanimous vote to amend Resolution No. R2021-0023 by inserting "*followed by an additional term beginning 7/1/2021 and ending 6/30/2024*" in the title, fifth Whereas clause and Section 1.

On a motion by Ms. Brown with a second by Mr. Sweeney, Resolution No. R2021-0023 was considered and approved by unanimous vote to be referred to the full

Council agenda with a recommendation for passage under second reading suspension of the rules, as amended.

- c) R2021-0024: A Resolution confirming the County Executive’s reappointment of Alfonso P. Sanchez to serve on the Cuyahoga County Community-Based Correctional Facility Governing Board for the term 1/1/2021 - 12/31/2023; and declaring the necessity that this Resolution become immediately effective.

Ms. Pomerantz addressed the Committee regarding Resolution No. R2021-0024. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

Mr. Alfonso P. Sanchez addressed the Committee regarding his nomination to serve on the Cuyahoga County Community-Based Correctional Facility Governing Board. Discussion ensued.

Committee members and Councilmembers asked questions of Mr. Sanchez pertaining to his experience, expertise, and qualifications, which he answered accordingly.

On a motion by Ms. Brown with a second by Ms. Conwell, Resolution No. R2021-0024 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

- d) R2021-0025: A Resolution confirming the County Executive’s reappointment of various Mayors to serve on the Cuyahoga County Planning Commission representing various regions for the term 1/1/2021 – 12/31/2023; and declaring the necessity that this Resolution become immediately effective:
 - i. The Honorable Michael Dylan Brennan
(Heights Region)
 - ii. The Honorable Bradley D. Sellers
(Chagrin/Southeast Region)

Ms. Pomerantz addressed the Committee regarding Resolution No. R2021-0025. Discussion ensued.

Committee members and Councilmembers asked questions of Ms. Pomerantz pertaining to the item, which she answered accordingly.

The Honorable Mr. Michael Dylan Brennan and The Honorable Mr. Bradley D. Sellers addressed the Committee regarding their nomination to serve on the Cuyahoga County Planning Commission. Discussion ensued.

Committee members and Councilmembers asked questions of Mayor Brennan and Mayor Sellers pertaining to their experience, expertise, and qualifications, which they answered accordingly.

On a motion by Ms. Brown with a second by Ms. Conwell, Resolution No. R2021-0025 was considered and approved by unanimous vote to be referred to the full Council agenda with a recommendation for passage under second reading suspension of the rules.

6. MISCELLANEOUS BUSINESS

There was no miscellaneous business.

7. ADJOURNMENT

With no further business to discuss, Chairwoman Brown adjourned the meeting at 10:35 a.m., without objection.

County Council of Cuyahoga County, Ohio

Resolution No. R2021-0039

Sponsored by: County Executive Budish	A Resolution confirming the County Executive’s appointment and reappointment of various individuals to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for various terms and declaring the necessity that this Resolution become immediately effective.
--	---

WHEREAS, the Cuyahoga County Advisory Board on Senior and Adult Services shall provide a forum for senior, adults and adults with disabilities, consumers, elected officials, agency representatives and others interested in the concerns of senior and adults; and

WHEREAS, the Cuyahoga County Charter Section 6.04, entitled Special Boards and Commissions, states that “[w]hen general law or any agreement with another public agency or court order provides for appointment of members of a special board or commission or other agency by the board of county commissioners, such appointment shall be made by the County Executive, subject to confirmation by the Council,” and

WHEREAS, Cuyahoga County Advisory Board on Senior and Adult Services shall consist of no less than ten (10) and no more than twenty-five (25) appointed members; and

WHEREAS, members of the Cuyahoga County Advisory Board on Senior and Adult Services shall be appointed to serve a three-year term; and

WHEREAS, the County Executive has nominated the following individuals to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for the term 1/1/2021 – 12/31/2023 as follows:

Appointment:

- a. Donisha Greene for an unexpired term ending 12/31/2021 (replacing Camren Harris)

Appointment:

- a. Dr. Victoria Winbush for the term 1/1/2020 – 12/31/2022

Appointments for the term 1/1/2021 – 12/31/2023:

- a. Mark Batson
- b. Katie Boland
- c. Yvette Bozman
- d. Kristie Groves
- e. Yvonka Hall
- f. Kathleen Hallisey
- g. Julie Johnson
- h. Janet Keeler
- i. Janet Montoya
- j. Shannon Monyak
- k. Douglas Tayek
- l. Kim Thomas
- m. Eugene Ward, Jr.

Reappointments for the term 1/1/2021 – 12/31/2023:

- a. Bill Hebble
- b. Carolyn Lookabill

WHEREAS, this Council by a vote of at least eight (8) members determines that it is necessary that this Resolution become immediately effective in order that Charter requirements can be complied with and critical services provided by Cuyahoga County can continue and to provide for the usual, daily operation of a County Board.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF CUYAHOGA COUNTY, OHIO:

SECTION 1. That the Cuyahoga County Council hereby confirms the County Executive's appointment and reappointment of the following individuals to serve on the Cuyahoga County Advisory Board on Senior and Adult Services for the term 1/1/2021 – 12/31/2023:

Appointment:

- b. Donisha Greene for an unexpired term ending 12/31/2021 (replacing Camren Harris)

Appointment:

- b. Dr. Victoria Winbush for the term 1/1/2020 – 12/31/2022

Appointments for the term 1/1/2021 – 12/31/2023:

- a. Mark Batson
- b. Katie Boland
- c. Yvette Bozman

- d. Kristie Groves
- e. Yvonka Hall
- f. Kathleen Hallisey
- g. Julie Johnson
- h. Janet Keeler
- i. Janet Montoya
- j. Shannon Monyak
- k. Douglas Tayek
- l. Kim Thomas
- m. Eugene Ward, Jr.

Reappointments for the term 1/1/2021 – 12/31/2023:

- a. Bill Hebble
- b. Carolyn Lookabill

SECTION 2. It is necessary that this Resolution become immediately effective for the usual daily operation of the County; the preservation of public peace, health, or safety in the County; and any additional reasons set forth in the preamble. Provided that this Resolution receives the affirmative vote of at least eight members of Council, this Resolution shall become immediately effective.

SECTION 3. It is found and determined that all formal actions of this Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of the Council, and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

On a motion by _____, seconded by _____, the foregoing Resolution was duly adopted.

Yeas:

Nays:

County Council President

Date

Clerk of Council

Date

First Reading/Referred to Committee: January 26, 2021
Committee(s) Assigned: Human Resources, Appointments & Equity

[Clerk's Note: Technical correction made by Clerk to correct the spelling of a name:
January 26, 2021]

[Clerk's Note: Technical correction made by Clerk: January 28, 2021]

Journal _____
_____, 20__



January 15, 2021

Pernel Jones, Jr., President
Cuyahoga County Council
2079 E. Ninth Street, 8th Floor
Cleveland, OH 44115

Re: Cuyahoga County Advisory Board on Senior and Adult Services

Dear President Jones,

Per Article III of the Code of Regulations of the Cuyahoga County Advisory Board on Senior and Adult Services, I submit the following nominations for appointment to the Board:

Reappointment

- **Bill Hebble**, 3-year term, 1/1/2021 – 12/31/2023
- **Carolyn Lookabill**, 3-year term, 1/1/2021 – 12/31/2023

New appointment

- **Dr. Victoria Winbush**, 3-year term, 1/1/2020 - 12/31/2022

New appointment/Unexpired Term

- **Donisha Greene**, unexpired term, ending 12/31/2021 (replacing Camren Harris)

New appointment

- **Mark Batson**, 3-year term, 1/1/2021 – 12/31/2023
- **Katie Boland**, 3-year term, 1/1/2021 – 12/31/2023
- **Yvette Bozman**, 3-year term, 1/1/2021 – 12/31/2023
- **Kristie Groves**, 3-year term, 1/1/2021 – 12/31/2023
- **Yvonka Hall**, 3-year term, 1/1/2021 – 12/31/2023
- **Kathleen Hallisey**, 3-year term, 1/1/2021 – 12/31/2023
- **Julie Johnson**, 3-year term, 1/1/2021 – 12/31/2023
- **Janet Keeler**, 3-year term, 1/1/2021 – 12/31/2023
- **Janet Montoya**, 3-year term, 1/1/2021 – 12/31/2023
- **Shannon Monyak**, 3-year term, 1/1/2021 – 12/31/2023
- **Douglas Tayek**, 3-year term, 1/1/2021 – 12/31/2023
- **Kim Thomas**, 3-year term, 1/1/2021 – 12/31/2023
- **Eugene Ward, Jr.**, 3-year term, 1/1/2021 – 12/31/2023

There are no known conflicts of interest for which an advisory opinion has been requested. There is one additional candidate on file. This board is uncompensated.

Thank you for your consideration of these appointments. Should you or any of your colleagues have any questions, please feel free to contact Michele Pomerantz in my office at

216-443-7125.

Sincerely,

A handwritten signature in black ink that reads "Armond Budish". The signature is written in a cursive style with a large, prominent initial "A".

Armond Budish
County Executive

DONISHA GREENE

PROFILE

Communications specialist with communications degree and 20 years of expertise - including last seven years coordinating communication efforts on behalf of US Congresswoman Marcia Fudge, Cuyahoga County Courts, and Cuyahoga County Executive Armond Budish. Recognized as a persuasive communicator with the following skills.

Executive Leadership	Strategic Planning & Research	Project Management
Communications & Public Relations	Budgeting & Resource Management	Program Management
Constituent Relations	Strategic Partnership Development	Talent Acquisition & Recruiting
Government Affairs	Vendor Relations	Event Planning
Public Policy & Lobbying	Contract Management	Staff Development & Training

PROFESSIONAL EXPERIENCE

Field Representative & Liaison **2020 to Present**
US House of Representatives - Office of Congresswoman Marcia L. Fudge **Cleveland, OH**

Attend designated events and meetings on behalf of Congresswoman representing Ohio's 11th Congressional District while liaising with constituents on federal, state, and local concerns regarding healthcare, ADA/disability issues, agriculture, nutrition, Social Security, judicial matters, and Cuyahoga County's Farm to School Committee. Coordinate events and track federal legislation that directly relates to casework portfolio.

- Served on Council on Older Persons advisory committee for The Center for Community Solutions that advanced health and social services agenda for senior community
- Served on Greater Cleveland Drug Advisory Board that graduated 1700 individuals - improving individual lives strengthening community bonds, and reducing need for taxpayer funds

Director of Communications **2019 to 2020**
Cleveland Municipal Court - Housing Division **Cleveland, OH**

Conceptualized and implemented Court's first communications plan - highlighting mission and vision strategies of the Court. Oversaw marketing, media relations, collateral production, social media, and online presence to shape and disseminate messaging. Worked closely with senior leadership to coordinate communications efforts from each department. Served as Court's spokesperson and media relations representative - leveraged impactful stories and news updates by connecting with media outlets to expand timely and accurate reach of public interest items.

- Led workshops that improved brand awareness, message discipline, and ability to track community engagement.
- Coordinated with staff to create specialized court docket of Social Services cases that assists evicted clients with connecting to and making use of housing placement resources

Communications Specialist - Office of County Executive Armond Budish **2013 to 2019**
Cuyahoga County **Cleveland, OH**

Oversaw creation and distribution of public communication while coordinating external affairs for county with 59 municipalities and 1.3M citizens. Served as primary point of contact regarding health and human services program for media inquiries, information requests, questions, or complaints. Managed communication processes and workflows to streamline efforts and stay on message. Planned, coordinated, and executed complex or large-scale events in

continued on next page

collaboration with other government agencies - serving as primary liaison for events with national sponsors and local officials. Administered strictly defined event and program budgets through expense controls and vendor negotiations.

- Crafted hundreds of speeches and talking points memos for County Executive
- Led communication awareness plan for change management process related to overhaul of Cuyahoga County's finance, procurement, HR, and payroll systems
- Designed and led internal communications strategy to connect employees with benefits, training, and resources
- Coordinated dozens of communications and marketing campaigns for various departments including Health and Human Services, Public Safety and Justice Services, Public Works, and Regional Collaboration
- Developed, executed, and refined new digital communications strategies focused on website, intranet, email newsletters, social media posts, news releases, and public advisories
- Planned and managed five "State of the County" addresses from pre-planning through execution and follow up
- Managed production of two Cuyahoga County Annual Reports - coordinating efforts and timelines of multiple departments, writing stories, and producing interactive videos
- Established rapport and built relationships with media outlets; collaborated on editorials and in-station news stories

PRIOR EXPERIENCE

External Affairs Manager City Year Inc.	2011 to 2013 Cleveland, OH
Senior Program Manager City Year Inc.	2008 to 2011 Cleveland, OH
Youth Program Consultant Greater Cleveland Urban League	2007 to 2008 Cleveland, OH
Youth Unemployment Case Manager Friendly Inn Settlement House	2006 to 2008 Cleveland, OH
Membership Director & Business Manager Greater Cleveland Downtown YMCA	2001 to 2005 Cleveland, OH

EDUCATION & TRAINING

Bachelor of Arts and Sciences in Communications - Cleveland State University

CERTIFICATIONS

Lean Six Sigma Yellow Belt - Cuyahoga County

RECOGNITION & PROFESSIONAL AFFILIATION

PEAR/Rally Participant - City Year Inc.

Victoria R. Winbush, PhD, MSSA, MPH, LISW-S



Education and Professional Licensure & Certification

- PHD **Smith College School for Social Work,
Northampton, MA**
Doctor of Philosophy - Clinical Social Work (PhD)
Dissertation: *Parent-Created Help-Seeking
Pathways: A Narrative Explanation of Their
Development and Role in Facilitating Treatment for
Adolescents with Mental Illness*
- MPH **University of Michigan – School of Public
Health, Ann Arbor, Michigan**
Master of Public Health (MPH)
- MSSA **Case Western Reserve University – School of
Applied Social Sciences,
Cleveland, Ohio**
Master of Social Services Administration (MSSA)
- BA **Barnard College (Columbia University),
New York, New York**
Bachelor of Arts (BA)
- LISW-S **Licensed Independent Social Worker-
Supervision Designation in the State of Ohio
(LISW-S)**

Academic Teaching Experience

**Cleveland State University, School of Social Work
Cleveland, Ohio**
Assistant Lecturer
2016 – Present

Master's Level Course Taught

- **Trauma & Recovery**
- **Ethical Decision Making**
- **Clinical Group Work Skills**
- **Understanding Groups, Organizations & Communities**
- **Family Therapy**

Academic Service

Academic Year 2020-2021

- Chair, The School of Social Work Diversity Committee
- Member, The Academic Performance Committee
- Member, The Dean's (CLASS) Diversity Committee
- Member, The Planning Committee for the Restructuring of the Diversity Management Program
- Member, The Cuyahoga County Advisory Board for the Division of Senior & Adult Services—including member of the Education & Resource Development Committee and the Advocacy Committee
- Member of the Council of Older Persons (sponsored by the Center for Community Solutions)—member of the Nominating Committee
- Member of Launch Team for new faculty member

Academic Year 2019-2020

- Chair, The School of Social Work Diversity Committee
- Member, The Academic Performance Committee
- Coordinator, The Anna V. Brown Community Conference & Forum

- Member, The Class Dean's Diversity Committee
- Member, The Planning Committee for the Restructuring of the Diversity Management Program

Benedict College, Columbia, SC

Associate Professor/Department Chair

September 2014 – June 2016

Bachelor Level Courses Taught

- Research Methods I
- Sophomore Seminar I & II
- Freshman Seminar I
- Death and Dying: Medical, Legal and Cultural Issues
- Introduction to Social Work

Cleveland State University, School of Social Work, Cleveland, Ohio

Associate Lecturer

August 2012 – June 2014

Bachelor Level Courses Taught

- Human Behavior in the Macro Social Environment I
- Human Behavior in the Micro Social Environment II
- Introduction to Generalist Practice
- Field Seminar
- Field Practicum

Master's Level Courses Taught

- Advanced Social Work Practice with Small Groups and Families
- Dynamics of Racism and Discrimination

Faculty Field Advisor

2012-2014

- Provided faculty field advising to over 75 students at the Master and Bachelor's levels

Smith College School for Social Work, Northampton, MA
Adjunct Assistant Professor

2006-2013

Doctoral Course Taught

- Treatment of Oppressed Populations

Master's Courses Taught

- Racism in the United States: Implications for Social Work Practice
- Group Theory and Skills
- Comparative Psychodynamic Theories

Research Adviser

2008-Present

Master's Theses Supervised

- (2015-2016) *Coping with Incarcerated Stress: A study of Coping Responses in Women Involved Romantically with Incarcerated Men*
- (2012-2013) *Skin Beaching Practices Among Women of African Descent*
- (2011-2012) *The Influence Interracial/ Interethnic Relationships on Racial/Ethnic Identify of Asian American Women*
- (2010-2011) *Multidisciplinary Considerations for Clinical Work with Multiracial Identity*
- (2010-2011) *The Experience of Family Therapists working with Families with a Parent with Mental Illness*
- (2009-2010) *The Experience of Multiracial Immigrants in Their Racial Identity Development*
- (2009-2010) *Therapists' Perspectives on Therapy with Families with Parents Affected by Mental Illness*
- (2008-2009) *School Counselors' Perspectives on Bullying in Middle School Settings*

Faculty Field Advisor

2010-2012

- Provided faculty field advising to students who were completing their field placements in social services agencies located in the Greater New York City area

Case Western Reserve University, Mandel School of Applied Social Sciences, Cleveland, Ohio

Adjunct Instructor

2010-2012

Master's Courses Taught

- Cultural Diversity and Social Work Practice
- Seminar on Mental Health Care and Adults

Cleveland State University, Department of Psychology, Diversity Management Program, Cleveland, Ohio

Adjunct Instructor

1997-2018

Master's Courses Taught

- Diversity and Change Management
- Diagnosing Diversity in Organizations
- Diversity and Collaborative Conflict Management
- Diversity Facilitation
- Social Psychology

Member of Thesis Committee

2013-2014

- (2014) *Cognitive Dissonance, Crime and Commitment to Urban Life: Why Individuals with Means Choose to Live and Remain in Largely Low Income Neighborhoods*
- 2014) *Transgender Inclusion in the Workplace.*
- (2014) *Law School Personal Statements: What Impression Management by Gender and Race Says About How Applicants' View Law School.*

Academic Adviser/Coach

2000-2011

- Provided academic advising and coaching to students in the Diversity Management Program

Thesis Advisor

2009-Present

- (2009-2010) Action Research Project for an organization who served individuals with developmental disabilities
- (2009-2010) Action Research Project for a local government agency who funded social services to county residents

Interim Director

2003-2004

- Provided leadership to the program while the faculty director was on sabbatical.

The Gestalt Institute of Cleveland (Post Graduate Training Institution) Cleveland, Ohio

Faculty Member

1995 – Present

Teaching instruction and/or practicum supervision provided to the following training programs

- Gestalt Training Program (GTP) (2006-2009)
- Couples & Family Training Program (2000 – 2009)
- Organization & System Development Training Program (200-2004)
- Working with Individuals (micro practice focus) (2007-2009)

Post Master’s Direct Practice Experience

2008-
2009

Facilitation and Planning

Mt. Pleasant Community Zone, Cleveland, Ohio
Co-facilitated a planning process to support community capacity building

2007-

Clinical Social Worker (Independent Contractor)

2009 Applewood Centers
Cleveland, Ohio

2004- ***Focus Group Facilitation***

2009 Public Health TV Video Production Company □
Facilitated a series of focus groups to identify attitudes of African Americans toward the utilization of health screening procedures

1993 ***Diversity & Cultural Competence***
Present ***Training and Facilitation***

Work predominately with education, mental health and health care organizations

Post Master's Research Experience

2009 ***Data Analyst***

Cleveland Clinic Foundation, Department of Ob-Gyn, Cleveland, Ohio
Ruth Farrell, MD, Principal Investigator

2005 – ***Data Analyst***

2008 Public Health TV – Audio Visual Production Company, Cleveland, Ohio Wornie Reed, PhD, Principal Investigator, University of Tennessee and Christian Simon, PhD, Consultant, CWRU Department of Bioethics

2004 - ***Research Assistant***

2009 Mandel School of Applied Social Sciences, CWRU, Cleveland, Ohio NIMH funded study "Adolescent and Parent Subjective Experience of Psychotropic Treatment"
Jerry Floersch, PhD, Principal Investigator

2004- ***Research Assistant***

2005 Applewood Centers, Inc. and Case Western Reserve University, Department of Psychology, Cleveland, Ohio. NIMH funded study "Early identification and diagnosis of Bipolar Disorder in children and adolescents"

Eric Youngstrum, PhD, Principal Investigator

Academic Publications

Journal Articles

Farrell, RM., Dolgin, N., Flocke, SA, Winbush, V., Mercer, MB, Simon, C. (2011). Risk and uncertainty: shifting decision making for aneuploidy screening to the first trimester of pregnancy. *General Medicine*, May;13(5), 429-436.

Floersch, J., Townsend, L., Longhofer, J., Munson, M., Winbush, V., Kranke, D., Faber, R., Thomas, J. Jenkins, J., Findling, R. (2009). Adolescent experience of psychotropic treatment. *Transcultural Psychiatry*, 46(1), 157-179.

Book Chapters

Winbush, V. (2014) Relational social work practice with African American clients. In J.B. Rosenberger (Ed), *Relational social work practice with diverse populations*. New York, N.Y.: Springer Publications.

Winbush, V. & McLemore J. (2003). Diversity and group dynamics. In D. L. Plummer (Ed), *Handbook of diversity management beyond awareness to competency based learning*. Landham, Maryland: University Press of America, Inc.

Manuscripts Submitted

Winbush, V. (2015). Sankofa: Migrating south to reclaim her past a social work educator reflects on her role in the present. *Reflections: Narratives of professional helping*.

Academic Administrative Experience

2014- **Chair, Social Work Department**

- 2016 Benedict College
Columbia, S. C.
Responsible for providing leadership and administrative direction to the teaching, scholarship and service mission of the Department which included coordinating faculty instruction and advisement, developing and managing budgets, conducting faculty evaluations, maintaining the certification standards of the Council on Social Work Education (CSWE).
- 2011- **Acting Dean**
2012 Gestalt Institute of Cleveland
Cleveland, Ohio
□ Provided leadership and administrative direction to the teaching activities of all professional faculty members.
- 2009- **Interim Executive Director**
2011 Gestalt Institute of Cleveland
Cleveland, Ohio
Oversaw the day-to-day administrative operations which included planning, budgeting, marketing, community relations and seeking grant funding. Supervised the administrative staff and coordinated the contributions of a staff of 30+ faculty members who operated as independent contractors.
- 2003 – ***Independent Practitioner & Owner of Practice***
2012
Cleveland, Ohio
Deliver organizational development consultation, training and education, group facilitation, team building, and individual coaching

Conference Presentations

Winbush, V., "Looking Back...Looing Ahead" the closing session for the Anna V. Brown Community Forum & Conference. Presented by the Cleveland State University School of Social Work, Cleveland, Ohio, May 2019.

Winbush, V., "Working with African American Clients". Presented as continuing education workshop to the staff at the May Dugan Center, Cleveland, Ohio, June 2018.

Winbush, V., "Cultivating Students' Capacity for Self-Reflection: A Key Ingredient in Leadership Development". Presented at the Baccalaureate Social Work Directors' Annual Meeting, Dallas, Texas March 2016.

Winbush, V., "The Many Faces of R-E-S-P-E-C-T: Implications for Interactions with Clients, Students and Colleagues". Presented at the National Association of Social Workers (NASW) Columbia, SC Chapter, March 2016.

Winbush, V., Member of a panel discussion, "Understanding the Impact of the School to Prison Pipeline," presented at National Association of Social Workers (NASW) Columbia Chapter's Annual Student Legislative Day, February 2016.

Winbush, V., Facilitator for a panel discussion, "Black Lives Matter: Seeking Social Justice" at the Columbia Chapter of the Association of Black Social Workers' (ABSW) New Member Reception, October 2015, Columbia, SC.

Winbush, V., Participant on panel discussion for the Columbia National Association for Social Workers (NASW)'s Task Force on Racism Conference, "Hate Won't Win: Race, Social Work and Social Justice", September 2015, Columbia, SC.

Winbush, V. "The role of parents & guardians in facilitating mental health treatment for youth". Presented at the National Association of Social Workers, Columbia, SC Chapter, Annual Meeting, Columbia, SC, 2015.

Winbush, V. & Gaynier, L. "If you really knew me: Experiencing our social and cultural similarities and differences". Presented at

the Annual Social Welfare Conference, Cleveland State University School of Social Work, Cleveland, Ohio, spring 2014.

Winbush, V. & Ewing, T. "We are the world: Coaching with Difference". Presented at the International Coaching Federation Conference, North America Midwest, Cleveland, Ohio, June 2014.

Winbush, V. "The role of parents & guardians in facilitating mental health treatment for youth". Presented at the Black Administrators in Child Welfare Annual Conference, Philadelphia, Pa. 2011.

Winbush, V. & Floersch, J. "The role of parents in facilitating mental health treatment for their adolescents". Presented at the Society for Social Work Research (SSWR) Annual Conference, San Francisco, CA, 2010.

Townsend, L., Floersch, J., Kranke, D., Winbush, V., Munson, M., & Fielding, R.L. "Ethnic differences in family attitudes towards psychiatric medications". Poster presented at the Society for Social Work and Research Annual Conference, New Orleans, La., 2009.

Farrell, R.M., Dolgan, N., Winbush, V.R. & Simon, C. "Risk and pregnancy: A mixed methods study of decision making for first trimester prenatal genetic screening". Poster presented at the Society for Medical Decision-Making, 2009.

Townsend, L., Floersch, J., Kranke, D., Winbush, V., Munson, M., & Fielding, R.L. "The Drug Attitude Inventory in Adolescents: Factor structure and association with adherence". Presented at

the he 55th Annual Meeting of the American Academy of Child & Adolescent Psychiatry, Chicago, Illinois, 2008.

Winbush, V. & Simon, C. "Closing the racial gap in clinical trial participation: African Americans' perceptions of access, knowledge needs, and trust". Presented at the Sixth National Conference on Quality Health Care for Diverse Populations, Minneapolis Minnesota. 2008.

Invited Presentations

Winbush, V. Co-Facilitated a half-day workshop for school social workers and psychologists employed by the Richland One School District entitled, "School Support Services Response to Issues of Disparities in Discipline", August 2015

Winbush, V., Facilitator for the session, "Health disparities and vulnerable populations groups" for the Symposium "Bringing Henrietta to Life" April 2014, Cleveland State University, Cleveland, Ohio.

Winbush, V., "Parent Created Help-Seeking Pathways: A Narrative Explanation of Their Development and Role in Facilitating Treatment for Adolescents with Mental Illness." Presented to master's students in a clinical practice class at the Smith College School for Social Work, June 2009.

Winbush, V., "Parent-Created Help-Seeking Pathways for Adolescent Mental Health Treatment." Presented to doctoral students in a qualitative research class at Smith College School for Social Work, June, 2008.

Winbush, V., "Parent-Created Help-Seeking Pathways for Adolescent Mental Health Treatment." Presented at the Faculty Forum, Mandel School of Applied Social Sciences, Case Western Reserve University, and Cleveland, Ohio. December 2007.

Additional Training

- 2019 **Praxis Continuing Education & Training**
Participated in a four-day workshop on
"Acceptance and Commitment Therapy (ACT)"
- Association for Play Therapy**
Participated in a one-day workshop entitled
"Play Therapy With the Sexually Abused Child"
- Gestalt Institute of Cleveland**
Participated in two-day diversity workshop
entitled "Getting to We"
- 2018 **Suicide Prevention Resource Center &
Education Development Center, Inc.**
Participated in a one-day workshop on
"Assessing and Managing Suicide Risk"
- MetroHealth Medical Center**
Participated on a one-day workshop entitled
"A Look Inside the Family System: What We
Don't Know and What We Need to Know
Implications for the Helping Profession"
- 2015 **Council on Social Work Education**
Participated in conference sessions regarding the
Implementation of the 2015 Educational Policy and
Accreditation Standards (EPAS) and other social
Work education-related sessions
- 2014 **Council on Social Work Education**
Participated in pre-conference institute
"Orientation and Professional Development for
New Baccalaureate Social Work Program Directors/
Administrators"
- 2012 **Council on Social Work Education**
Completed a pre-conference institute on, "Facilitating

Effective Writing Skills with Disadvantaged Students”

- 2011 **Council on Social Work Education**
Completed the required training for certification as a Site Visitor for the reaccreditation of Master and Bachelor of Social Work Programs
- 2010 **Society for Social Work & Research**
Conference workshop “Conducting Qualitative Secondary Analysis from Start to Finish”
Presented by Catherine Greeno, PhD and Jonathan Singer, PhD
- 2009 **Society for Social Work & Research**
Conference workshop on Qualitative Methods
Presented by: Deborah K. Padgett, author of the book *Qualitative Methods in Social Work Research* (Second Edition), 2008, Sage Publications
- 2008 **Society for Social Work & Research**
Pre-conference Workshop on Qualitative Methods
Presented by: Kathy Charmaz author of the book *Constructing Grounded: Theory A Practical Guide Through Qualitative Analysis*, 2006, Sage Publications

Professional Accomplishments & Recognition

- 2014 Member of the Dean’s Diversity Council for the College of Liberal Arts and Social Sciences which received the award for the Outstanding Project presented by a Dean’s Diversity Council in 2014. The award was for the project “Bringing Henrietta (Lacks) to Life”
- 2012 Earned certification as a Board Certified Coach by the Center for Credentialing and Education, Inc.

- 2011 Awarded a Certificate of Appreciation from the Board of Directors of the Gestalt Institute of Cleveland for Outstanding Accomplishment as the Interim Executive Director

- 2011 Completed the training to be certified as a Site Visitor by the Commission on Accreditation of the Council on Social Work Education.

- 2011 Invited to serve as the Bertha Reynolds Senior Fellow, Smith College School for Social Work

- 2010 Earned certification as a Gestalt Professional Certified Coach (GPCC)

- 2009 Elected President of the Northern Ohio Clinical Social Work Society

Professional Associations and Memberships

National Association of Social Workers (NASW)

- Member of Board of Trustees/Member-at-Large (Columbia Chapter, 2015-2016
- Member of National Organization 2004 - Present

Association of Black Social Workers

- Advisor to the Benedict College Student Chapter
September 2015-2016
- Vice-President of Columbia Chapter, September 2015-2016
- Member of the Columbia, SC Chapter
2014-2016
- Advisor to the Cleveland State University Student Chapter
2013-2014

Council on Social Work Education

- Member 2011-2017

American Association for Psychoanalysis in Clinical Social Work

Member 2007-2014

Gestalt Institute of Cleveland

Member Board of Governors 1999-2005

Member of the Faculty Panel 2006-2008

Member 1999-Present

Northeast Ohio Clinical Social Work Society

President 2009-2013

Member of the Gala Planning Committee 2009 – Present

Member 2006 – 2015

Society for Social Work and Research

Member 2006 – 2012

Community Service

Council of Older Persons (COOP), the Center for Community Solutions, Cleveland, Ohio

Member 2019 – Present

Cuyahoga County Division of Senior & Adult Services Advisory Committee

Member 2019 - Present

I.D. Quincey Newman Institute for Peace and Social Justice, University of South Carolina

Member of Community Advisory Board – September 2015-2016

Citizens' Academy, Richland County Police Department, Columbia, SC

Participant September 2015 – November 2015

Community Advisory Board of the Women's Center, Case

Western Reserve University

Member since 2011 – 2014

**DSW Degree Program Advisory Committee – Mandel
School of Applied Social Sciences, Case Western Reserve
University**

Member 2011 – 2012

**Alumni Association of the Mandel School of Applied Social
Sciences, Case Western Reserve University**

Member 2009 - 2013

Thea Bowman Community Center, Cleveland, Ohio

Member of the Community Advisory Board 2011-2012

Member of the Board of Directors 2012 - 2014

Chair, Governance Committee 2012-2014

Links, Inc. Western Reserve Chapter, Cleveland, Ohio

Member, 1995 – Present

Co-Chair of the Growing Leaders Mentoring Program,
2019 – Present

Chair, Arts Facet, 2002-2006

Financial Secretary, 2000-2002

Executive Summary

Experienced executive with an outstanding record of accomplishments, successfully managing for-profit, non-profit and government organizations in the areas of healthcare, information technology and economic development. Seeking a role in an organization that contributes to positive bottom-line growth, effective utilization of IT, and promotes transformational change in service delivery.

Areas of Expertise

Executive Management	Strategic Planning	Project Management
Ambulatory Healthcare Operations	Financial Management	Operations Mgmt
IT Systems Implementation	Turnaround/Crisis Management	Risk/Compliance

Professional Experience

Council for Economic Opportunities in Greater Cleveland (CEOGC) 2016 to Present

Chief Operating and Chief Information Officer of the largest Community Action Agency in Ohio managing the support systems for over \$40m dollars of Head Start Educational Services, Workforce Development Training and Home Energy Assistance Programs serving over 30,000 clients.

- Led successful implementations of new operations software for Head Start and CSBG divisions
- Significantly upgraded bandwidth, capacity and security of CEOGC’s network infrastructure through cloud services, new equipment, wireless technology and collocation support.
- Negotiated a long-term facility lease for CEOGC Headquarters at 20% below market rental rates
- Co-Managed effort for CEOGC to obtain CARF accreditation for the first time in 2018
- Supervised streamlining of CEOGC’s aging fleet of vehicles by 50%, saving maintenance and operational expenses and increasing discretionary revenue from auctioned vehicles
- Performed CFO duties for duration of fiscal year 2016 & 2019 following resignation of CFO’s
- Successfully completed fiscal 2016 & 2019 audits and federal & state annual grant reports
- Provided management support for the reorganization of CEOGC’s Board of Directors 2016-2018

Independent Consultant (US) 2011 to 2016

Provided management consulting services & interim executive management in the areas of business operations, financial management, revenue cycle management, IT and strategic planning.

- Provided consulting services to over 30 FQHC primary care physician practices under a sub-contract with the US Department of HHS
- CEO/CFO for CW Williams Community Health Center for 2013 & 2014 – stabilized operations through layoffs, restructuring and bankruptcy filing that has resulted in a thriving FQHC that has now expanded to two other sites as only FQHC serving Charlotte, NC area
- CFO for Total Health Care in Baltimore, MD in 2012 & 2013 - consolidated revenue cycle functions of Total’s large eight-site multi-specialty physician practice and generated 200k in costs savings throughout the revenue cycle from patient access to claims follow-up
- Created and implemented Electronic Medical Record rollout of Athena HealthNet and Dentrix dental Electronic Medical Record
- Completed outsourcing of a Total’s IT Department within 45 days of hire, transitioning an IT Director and 11 person staff to an outside vendor saving \$250K in annual IT expenses

Morehouse Healthcare (Atlanta, GA) – CEO/CFO 2009 to 2011

Executive Leader of a 150 physician Faculty Practice Plan with \$28M in annual revenues.

- Developed and implemented 3 major IT projects; *Centricity Practice Management upgrade, Centricity billing interface with Hospital EPIC system, and Practice Partner EMR expansion*
- Performed CFO duties for most of 2009 & 2010 until CFO was hired in late 2010
- Saved over \$750k per year by discovered and addressing issues throughout the revenue cycle that negatively affected net profit by more than \$500k per year
- Dramatically reduced insurance risk management findings from 17 in 2009 to 1 in 2010 to bring Morehouse Healthcare into compliance with risk management and quality assurance standards

PolicyBridge (Cleveland, OH) – Executive Director & Co-Founder 2008 to 2009

Senior Leader of a healthcare and economic development focused public policy think tank.

- Increased annual grant revenue to \$400k in 2009 from \$150k in 2008
- Co-authored and published PolicyBridge research reports
- Partnered with National Health IT Collaborative for the Underserved (www.nhit.org) to advocate for ARRA, HITECH, and ACA legislation that supported automation in the healthcare industry
- Managed development and administration of PolicyBridge website www.policy-bridge.org
- Implemented a successful social marketing campaign “Education Pays – Get Yours” in 2009 focused on encouraging youth to stay in school

Ohio Department of Health (Columbus, OH) – Chief of Staff 2008

Senior Operations Manager responsible for managing staff of 1,800 and a \$600M budget.

- Filled 6 vacancies for Assistant Directors as direct reports to the Director of ODH in 4 months
- Guided the Department of Health through the State of Ohio budget crisis in February 2008 with only \$250K in cuts to department line items on a \$600M budget
- Recruited Strategic Planning firms, developed work plans, and facilitated 2008 strategic planning sessions for the executives and managers of ODH
- Developed and implemented a new Division of Performance Improvement that included a new IT Data Center for improved data collection and workflow among the 4 major divisions of ODH
- Conducted change management training for all managers and all departmental areas of ODH
- Managed deployment of ODH staff to support State of Ohio emergency preparedness and response efforts for various state emergencies requiring support of ODH

Access Point Community Health Services (Akron, OH) – CEO/CFO 2007

Recruited to turnaround a primary care physician practice in Akron, Ohio. Turned operations around from a \$600K loss in 2006 to a \$100K surplus in 2007.

- Focused turnaround strategy on immediate revenue from aged accounts receivables and new grants and long term focus on adjustments to payer mix and increased patient visits
- Successfully transitioned practice management system from legacy HealthPro system to Henry Schein-MicroMD on a six week timeline
- Revised revenue cycle operations from scheduling to claims follow-up to improve customer service, improve scheduling capacity enhance medical team productivity and revenue
- Actively engaged board committees in the areas of strategic planning, finance, quality assurance, membership, to assist in managing turnaround strategy

Northeast Ohio Neighborhood Health Services (Cleveland, OH) – COO 2003 to 2007

Responsible for the strategic direction and management of all clinical operations and facilities for an 8-clinic FQHC healthcare network with annual revenue of \$25M and 275 employees.

- Supervised all operations and 12 direct reports including support for clinical specialties, pharmacy, laboratory, radiology, medical records, business office, facilities, & purchasing
- Led NEON through four successful JCAHO accreditation surveys - Ambulatory Care (2003, 2006) and Laboratory Services (2004, 2006)
- Developed and implemented Balance Scorecard program with the Medical Director that resulted in a 10% increase in profits, patient volume and patient encounters (2004-2006)
- Managed successful acquisition of two medical practices into the NEON healthcare network
- Led Pharmacy, Radiology, and Laboratory departments through new software implementation

Education

Case Western Reserve University - Weatherhead School, Cleveland, OH

MBA: MIS and Accounting - Full scholarship

Kent State University, Kent, OH

BBA: Finance



KATIE BOLAND

I am a motivated, creative, and detail-oriented marketing and communications professional with a passion for media relations, communications, advocacy and public relations. I possess a wide-ranging background in branding, content marketing, print and digital design, as well as research and public speaking. Visit my [website](#) and my [blog](#).

EXPERIENCE

Director of External Relations | Eliza Bryant Village

April 2017 - Present

Lead public relations efforts in launching the Elder Justice Center for abused seniors, and positioned the organization as a leader in healthcare for older adults while raising money from individual donors and foundations

- Managed marketing and communications to increase brand awareness by creating and distributing promotional material while working with media and community stakeholders
- Wrote and published newsletters, annual reports, blog content and grant reports
- Developed and launched a multi-channel branding campaign using direct mail, radio, television, outdoor and social media
- Provided strategic insight to Executive Team regarding media relations, brand positioning, communications and advocacy
- Supported fundraising gala campaign through timelines, budget and marketing campaign that exceeded fundraising goal by 60%
- Helped secure and manage more than \$100k in grant funding for programs and seniors to help underserved seniors in 2019 and 2020

External Affairs Officer | ADAMHS Board of Cuyahoga County

July 2014 - April 2017

Implemented community relations campaign to help reduce the stigma of mental health and addiction and increased awareness of prevention, treatment and recovery resources throughout Cuyahoga County

- Created and executed business plan to engage youth via the inaugural Youth Advisory Council to prevent mental health & addiction stigma
- Coordinated education and community events including professional trainings, annual meetings, conferences and recovery support groups
- Shared organization success with the public through print and digital media including branding templates, write, proofread and distribute news releases, newsletters, brochures, flyers, annual reports, service directories and media responses
- Created and managed social media resulting in sold-out presentation and state-wide conference connecting to audiences across the state

Account Executive | Lesic & Camper Communications

September 2010 - July 2014

Informed media and prospective customers of client successes and products to support success of organization to various audiences

- Drafted media advisories, press releases, and byline articles on different consumer retail, technical and financial subjects
- Managed and maintained client and media contact database
- Monitored client press coverage metrics, coordinated press conferences, and ensured team leaders were abreast of all client press coverage and activities

EDUCATION

MASTERS OF BUSINESS ADMINISTRATION

Cleveland State University
2019 - Present

BACHELOR'S DEGREE, MARKETING

Cleveland State University,
2011

EXPERTISE

Media Relations

Content Marketing

Communication Management

Social Media

Email Marketing

Brand Management

Advocacy

Volunteer

American Marketing

Association, NEO;

Secretary

Association of Fundraising

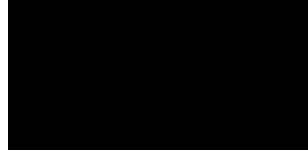
Professionals, NEO;

Board Member

REFERENCES

Available Upon Request

Yvette M. Bozman



OBJECTIVE

To obtain a management position. The preferred position will utilize my education and experience, to allow professional and personal growth.

EDUCATION

Bachelor of Arts Degree
Notre Dame College
Cleveland, OH

Major: Psychology/Sociology
Internship included clinical
interviewing and counseling courses.

Licensed Nursing Home Administrator -August 1999

PROFESSIONAL EXPERIENCE

4/2019- Curr **Executive Director of Senior Housing**

Provide oversight to The Gardens, skilled nursing/LTC, McGregor at Overlook, McGregor Assisted Living, Independent Living and Senior Housing.

10/2012- 3/2019 **Administrator-LNHA**

Cedarwood Plaza- Cleveland Heights, OH 115 Legacy Health Services Facility Long term Care and skilled nursing facility that includes a secured Alzheimer/dementia unit. Successful in achieving a positive budgetary outcome in one year reflecting a profit. Created culture change by means of successful team building. Hiring experienced, motivated and driven administrative team that work toward common goals. Collectively making achievements because of the overall buy-in of the team concept. ***The reduction of overtime – 108%*

*** Reduction ODH citations from 7 to 3 of the annual surveys **Notable budget improvements*

*** In CMS 5 Star Rating*

9/2007- 11/2011 **LTC Administrator**

MetroHealth Systems Old Brooklyn Campus (OBC) – Cleveland OH—144. Also 29 bed unit within Metro Main Hospital that are under my license.

Headed team in relocating 127 residents from East side location to the new Metro Health (OBC) Senior Health Wellness Center. Responsible for the day to day operations of the facility.

***Good annual ODH survey in the new facility. Survey outcome much improved from previous year survey.*

10/06 – 07/07 **Administrator-LNHA**

Beachwood Pointe Health Care—Beachwood OH— OH 160

Facility located in a suburban area providing skilled nursing care and long term care services including respite care, dementia and a hospice with specific units. Transitioning facility to a new company which involved building a new management team. Working through renovations while running the day to operations. Daily operations include but are not limited to the daily management of the budget, marketing to result in increased census referrals.

***New acquisition/turnaround project*

5/06 – 10/06 **Executive Director—LNHA**

Bridgepark –Cardiac Rehab Facility—Akron Ohio 160

An Akron inner city facility. The resident population consists of geriatrics needing intermediate,

rehabilitation, and cardiac rehab. Responsible for the daily operations of the facility including the budget, marketing, and being a part of union negotiations.

3/05 – 5/06

Administrator, LNHA

Cleveland Rehabilitation & Special Care Center, Cleveland OH 220 Beds

The facility is located in the inner city of Cleveland Ohio. The resident population consists of geriatrics and the dually diagnosed. The layout of the facility does provide the ability to separate the two populations. Responsible for the day to day operations of the facility including managing the budget and also marketing.

*** Improved Annual Survey **Reached goals*

5/01- 2/05

Administrator LNHA

Indian Hills Health and Rehabilitation Center, Euclid, OH 125 Bed facility. Managed the day to day operations including the budget, marketing, and CQI/PI . This facility was a troubled facility as related to staffing and the budget. Accomplishments include building a strong management team, recruitment, improving care and employee moral and providing staff the opportunities of education as related to work.

(Integrated Health Services to Tandem Healthcare effective 7/1/03)

***JCAHO 90% 12/03*

2/00-5/01

Administrator LNHA

Hudson Elms Nursing Home, Hudson OH. A 50 bed facility. Responsible included the Oversight of the day-to-day operations of the facility. Transferred to a sister facility. (Integrated Health Service—Indian Hills)

*** Deficiency Free Survey*

7/97-12/99

Assistant Administrator (Licensed Nursing Home Administrator)

Willow Park Skilled Nursing & Rehabilitation Center, Cleveland, OH

August 9, 1999 title change from administrative assistant to assistant administrator.

Assist the administrator, in the daily activity of a 209 bed nursing facility. Specific Areas of responsibility: Housekeeping/Laundry department, Activity department and the Rehab department. Assignment of specific departments, given, as a result of corporate recommendations.

Acting Director of Human Resources ***5/98 – 10/98, 3/99 – 6/ 99*

* Interviewing	* Reference checks
* Orientation	* Fingerprinting
* Worker’s Comp	* Union Grievances; SEIU/Local 47
* Benefits	* Involvement in payroll

3/95 – 7/97

Admission/Marketing Director

Willow Park Skilled Nursing & Rehabilitation Center, Cleveland, OH

Maintain the highest possible census through the admission of residents to the nursing facility. Responsible for the activity of the nursing home with regard to admission, readmissions, discharges, room changes, and changes to the level of care. Marketing duties to increase the level of referrals from the community and area hospitals.

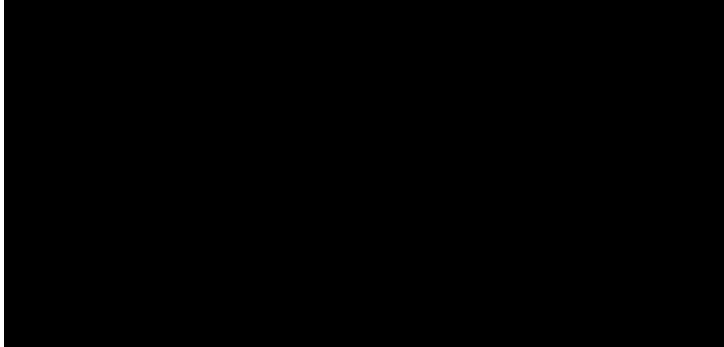
- Maintain knowledge of Resident Rights.
- Participate in Quality Assurance meetings.
- Conduct scheduled tours of the facility (for interested family members and other agencies)
- Know Medicaid/Medicare rules and regulations
- Assist families in preparing Medicaid applications
- Obtain and maintain current level of care
- Confirm Medicare/Medicaid/Private Insurance coverage

- Provide information and communication for predetermination of services for skilled

References available upon request

Last Name : Bozman

First Name : Yuvette



Please select the boards/commissions/councils you would like to be considered for.: Cuyahoga County Advisory Council on Senior and Adult Services -

Why are you interested in serving on this board/commission/council? : I have enjoyed the my years of working the aging population. I have a passion for the work that I do and find it to be personally rewarding to be able to assist seniors. Being on the board I feel would allow me to provide insight because I have been so closely engaged and continue to be engaged with seniors and their family members. I would be that voice for seniors as I am aware of the challenges they as seniors face.

What qualities do you possess that would make you a good candidate to serve on this board/commission/council? : I familiar with the the various resources the senior have to rely on. The resources from insurance to levels of care to determine their options for living. From community based services to nursing home and all that is in between.

What professional experience do you have that would make you a good candidate to serve on this board/commission/council? : I have worked in the healthcare industry for 20+ years and have solid knowledge base that I feel would be beneficial to a board such as this.

Are there any relationships, including but not limited to business or family relationships, that may be perceived as creating a conflict of interest for your service on the Board and/or Commission for which you have applied? If so, please detail the circumstances: : No.

Is there anything else you would like to note?: While I do have extensive experience in my field I have to emphasize I still have passion for what I do. It is reflective in me being a strong leader and a change agent that has demanded good/positive outcomes for the residents I served and have served.

Kristie F. Groves, LSW

Professional Experience

Cuyahoga Metropolitan Housing Authority (CMHA) 2010 - Present

Director of Resident Services

- Manage department operations budget of \$1.2 million and a staff of 30.
- Manage a wide range of programs geared toward assisting employees and CMHA residents.
- Assist with employee contribution campaigns and fundraising initiatives.
- Developed a nationally recognized program, Conversation Over Pizza (C.O.P), that provides a platform for residents and community leaders to engage in productive dialogue about viable solutions for reducing crime, violence and other challenges. Honored with two national awards for developing this innovative program.
- Develop partnerships with community, government and educational institutions to connect residents to community programs and services.
- Assist with the design and development of community center programs and activities for youth and adults.
- Participate in Federal, State, and Local government and industry sponsored meetings and conferences to promote outreach and collaboration.
- Monitor coordination of grant programs, budgetary matters and activities to ensure alignment with department strategic planning priorities and outcomes.
- Manage Social Work and Transportation department operations and activities.
- Monitor contracts within the department to ensure compliance with service delivery.
- Direct the planning and execution of professional and social events, including CMHA's annual gala and Senior Jamboree.

Self-Sufficiency Manager

- Supervised approximately 15 self-sufficiency case managers and 4 community center managers with the development of outreach strategies and plans to increase enrollment for programs and activities.
- Assisted in research and grant writing to obtain program funding.
- Established procedures for data collection to measure program effectiveness.
- Maintained a case management tracking and referral system for program participants to monitor education and employment progress.

Cuyahoga County Department of Senior and Adult Services 2001 - 2010

Social Services Supervisor – Cuyahoga Options Program for Elders

- Managed program operations and provided direction to 6 direct reports.
- Provided administrative and clinical supervision of approximately 300 cases.
- Developed strategies and plans that increased program enrollment and supportive services to older adults while consistently achieving program goals.
- Conducted staff meetings and assisted with marketing program services.

Case Manager/Social Worker 4 - Cuyahoga Options Program for Elders

- Conducted assessments of older adults to determine eligibility for the program.
- Provided on-going case management for older adults.
- Collaborated with service providers to develop care plans.
- Provided information and referral assistance to callers.

Education

Bachelor of Arts Degree, Social Work, June 1995
Cleveland State University, Cleveland, Ohio

Licensed Social Worker (LSW)

Counselor, Social Worker & Marriage and Family Therapist Board
State of Ohio

Cleveland State Leadership Academy XXI Fellow

Advanced Leadership Institute Fellow (currently participating)

Leadership Ohio Fellow – Class of 2021

CURRICULUM VITAE OF YVONKA MARIE HALL, MPA

EDUCATION & TRAININGS

Ph.D. Student
Kent State University

Master of Public Administration – Public Policy
Texas Southern University

Bachelor of Arts – Political Science
Notre Dame College of Ohio

Collaborative Institutional Training Initiative (CITI Program)
Institutional Review Board (IRB) Members - Basic/Refresher - IRB Members
Kent State University

Certified First Aid Instructor
American Red Cross

Mental Health First Aid Trainer
Mental Health USA

Heart Truth Champion
National Heart, Lung, and Blood Institute

HIV Counselor
State of Ohio

LEADERSHIP PROGRAMS

- Neighborhood Leadership Institute, Cleveland, Ohio
- Robert Wood Johnson Foundation, Princeton, NJ
- Neighborhood Leadership Development Program, Cleveland, Ohio

PROFESSIONAL & CONSULTANTSHIPS

Executive Director, Northeast Ohio Black Health Coalition
Consultant, National African American Tobacco Prevention Network
Elections Official, Cuyahoga County Board of Elections
Organizer, MOVEON.org GOTV
Alumni Administrator, Neighborhood Leadership Development
Director, Cleveland Office of Minority Health-Cleveland, Ohio
Northeast Ohio Director of Cultural Health Initiatives, American Heart Association
HEAL Community Engagement Coordinator, Kaiser Permanente
Research Administrator, Kent State University

ORGANIZATIONAL AFFILIATIONS

- Advisory Committee, Environmental and Climate Justice Cleveland Branch NAACP

CURRICULUM VITAE OF YVONKA MARIE HALL, MPA

- Advisory Member, Health & Human Services Regional Health Equity Committee Region V
- Chair, Cleveland Lead Advocates for Safe Housing CLASH
- Member, United Way of Greater Cleveland Accountable Health Committee
- National Network for Justice Inc. - Washington, DC
- Council for Black Health - Philadelphia, Pennsylvania
- Operation Relentless Pursuit/Operation Legend
- Life Member, National Council of Negro Women – Cuyahoga County Section
- Outreach Director, Cuyahoga County Progressive Caucus
- Co-Founder, Cleveland Lead Safe Network
- Board Member, Multiethnic Advocates for Cultural Competency (MACC) Columbus, OH
- Former Board Member, Ohio Healthy Homes Network
- Former Board Member, Prince of Peace Outreach Ministries
- Member, National Association of Chronic Disease Directors
- Member, North Coast Nurses Coalition
- Greater University Circle Community Health Initiative Advisory Committee
- HOPE Community Services, Youngstown, Ohio Advisory Member
- Carl F. Stokes Brigade
- Clevelanders for Open Regional Development (CORD)
- Stop the Inhumanity at the Cuyahoga County Jail
- NEO SURJ Showing Up for Racial Justice
- Sierra Club - Ohio Equity Team
- Member, Health Equity Network

ELECTED POSITION

Cuyahoga County Democratic Party, Central Committee Precinct N

POLITICAL TRAININGS

Progressive Change Campaign Committee, National Candidate Training Washington, DC

Ohio Democratic Campaign Committee, Main Street Training Columbus, Ohio

Collective PAC, Black Campaign School Atlanta, Georgia

PROFESSIONAL PRESENTATIONS/PRESS CONFERENCES

- “Effectively Engaging the African American Community: The Art of Community Engagement”, Workshop co-presenter. Black Communities: A Conference for Collaboration, Durham, North Carolina.
- Oral Comments to the Secretary’s Advisory Committee on National Health Promotion and Disease Prevention Objectives for 2030. Fifth Meeting of the Secretary's Advisory Committee for 2030, Washington, D.C.
- “Effectively Engaging the Seasoned Community: The Art of Senior Engagement” at the Benjamin Rose Cleveland, Ohio.
- “Effectively Engaging the African American Community on AIDS” at the University of Toledo World AIDS Day Toledo, Ohio
- “Effectively Engaging the African American Community: The Art of Community Engagement” at the Case Western Reserve University Cleveland, Ohio.
- "Environmental Racism Healthy Homes Conference Cleveland, Ohio.
- "Effectively Engaging the African American Community on Lead Poisoning" Ohio Healthy Homes Conference Columbus, Ohio.
- “Can a Dying Man be Touched?- HIV in the African American Community” Cleveland, Ohio.
- Health Disparities and Ready for 100, Ready for 100, Sierra Club, 2018.

CURRICULUM VITAE OF YVONKA MARIE HALL, MPA

- Climate Change and Health Disparities, National Climate Change Press Conference, Sierra Club, 2018.

CONFERENCES/CONVERSATIONS/WORKSHOPS

- State of Chronic Disease Disparities in the African American Community: Getting to the Root through Education, Advocacy & Empowerment Conference Cleveland, Ohio, August 16-17, 2019
- State of Disparities in the African American Community: Truth, Justice and Reconciliation through a Community Lens Conference, Cleveland, Ohio, August, 18, 2018.
- State of Mental Health Disparities in the African American Community: The Case for Correcting Cultural Trauma Conference Cleveland, Ohio, August 17, 2017,
- State of Disparities in the African American Community: The Role of Faith and Civil Rights Organizations, Government, Foundations and Media in the Pursuit of Health Parity, Cleveland, Ohio, August 19, 2016.
- State of Disparities in the African American Community: 150 Years After Emancipation Conference, Cleveland, Ohio, August 22, 2015.
- Local Conversation on the Department of Justice, 2015
- Local Conversation on the Department of Justice, Follow Up Report, 2016
- Local Conversation on the Department of Justice, Follow Up Report, 2017
- Local Conversation on Racism, Cedar Lee Theater, 2018
- #SayHerName The Story of Sandra Bland The Dealership Shaker Hts, Ohio 2018
- Pastoral Conversation Around Emotional Well Being, 2016-2019
- Women Experiencing Love, Life & Laughter - A HAT Affair Luncheon (WELLL) 2009
- Aches, Pains & Automobiles - Men's Health Tune-Up 2015

PUBLICATIONS/OP-ED

- Racism, Hypocrisy, and Bad Faith: A Moral Challenge to the America I Love, Contributing Editor Julius Bailey, PhD. 2020.
- "Not Far From Me: Stories of Opioids and Ohio", Contributing Editor Ohio State University Press. 2019.
- Ohio Lawmakers Must Reexamine Fight Against Opioid Addiction in Black Communities, 2018.
- Lead the Deadliest Weapon of them All, 2017.
- Health Parity Begins at the Ballot Box, 2017.
- Justice Means Everything, 2016.
- Black Infant Mortality: The Solution Lies Within, 2016.
- Change Has to Come, 2015.
- Why We Still Can't Wait 2015, 2015.
- Local Conversation on the Department of Justice - Community Corrective Action Report, 2015

AWARDS/RECOGNITION

- Alpha Kappa Alpha Sorority Inc., Great Lakes Regional Conference Center Stage Exemplifying Excellence Honoree 2020
- HomeGrown Hero, The Cleveland Plain Dealer 2020
- Everyday Hero, Spectrum News 1 - 2020
- Voices of Ohio, Spectrum News 1 - 2020
- Starbuck's National Neighborhood Honoree 2020
- Leadership Award, Black Women's Political Action Committee 2020
- MLK Drum Major Award, Cleveland Public Library 2020
- Afro American Women of the Year, El Hasa Temple 2019
- 2019 Most Interesting People in Cleveland Scene Magazine

CURRICULUM VITAE OF YVONKA MARIE HALL, MPA

- National Coalition of 100 Black Woman National Health & Advocacy Award
- Alumni Hall of Fame, John Marshall High School 2019
- 2019 Emmett Till Courage Award 2019
- Professional Black Christian Therapy Network - Mental Health Advocate Award 2019
- Leadership Award, Black Nurses Rock Cleveland 2018
- Special Recognition Ebony Magazine, Congressional Black Caucus
- Special Certificate of Congressional Recognition, United States Congress
- Award of Recognition, Ohio House of Representatives
- Award of Recognition, Ohio Senate
- AKA Founders Award Lambda Phi Omega "The Progressive Chapter"
- Cheerios Sister's Saving Hearts Award, General Mills
- Diversity Impact Award, American Heart Association
- President's Award, National Council of Negro Women
- African American Women of the Year, Eastern Star
- Proclamation City of Cleveland, Mayor Frank G. Jackson
- "One to Watch" Most Influential, Call & Post Newspaper
- Everyday Superhero, National Speaking of Women's Health & Cleveland Clinic
- Distinguished Hispanic Ohioan Award Nuestra Familia, Ohio Commission on Latino Affairs
- Award of Merit, MetroHealth Medical Center
- Award of Merit, Higbee's
- Who's Who in Black Cleveland Cleveland 2008-Present

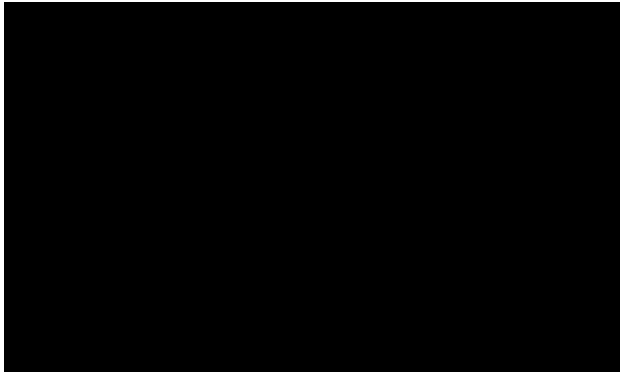
RADIO BROADCASTS

2000-2001 WJMO 1490 Healthy 2000, Host

2017-2019 ElevationsRadio Reclaiming Our Health, Host

Last Name : HALL

First Name : YVONKA



Please select the boards/commissions/councils you would like to be considered for.: Cuyahoga County Advisory Council on Senior and Adult Services -

Why are you interested in serving on this board/commission/council? : I am interested in serving on this board because of my experience working with the community at large about effective African American community engagement. As the caregiver of my 89 year old grandmother and the senior members of the neighborhood that I grew up in I have an insider's view of the hardships that seniors face day to day. Serving as part of this board can be a change maker for low income seniors in Cuyahoga County.

What qualities do you possess that would make you a good candidate to serve on this board/commission/council? : I am a great organizer, administrator, researcher, collaborator and knowledgeable of the issues that impact the African American community.

What professional experience do you have that would make you a good candidate to serve on this board/commission/council? : She is a proud graduate of John Marshall High School in Cleveland, Ohio and a 2019 inductee into the Alumni Hall of Fame. She was recently named the HomeGrown Hero by The Cleveland Plain Dealer for her work addressing food insecurity. The 1974 murder of her mother Yvonne Boston Hall dramatically changed her life; her childhood promise to use her life to help others has lead to the creation of cutting edge programs and impacted thousands of people's lives. She is a published author lending her story The Making of a Public Health Emergency to the book Not Far From Me: Stories of Opioids and Racism, Hypocrisy, and Bar Faith A Moral Challenge to the America I Love. She is currently working on her first book The Cure for Black Trauma is Justice-I'm Tired of Being Sick and Tired, which will be released in 2021 She is a mother, grandmother and activist deeply impassioned and involved in social justice activities locally and nationally. Her strength and tenacity will save many children from the lifelong impact of lead poisoning. She is currently working to push for a ban on menthol products creating a Menthol Free Ohio following the lead of Massachusetts and California. She is a member of numerous organizations locally and nationally. She is a nationally recognized Congressional award winning health disparities expert. She has served as an expert offering input to televised and print media and speaks all over the country about effectively engaging the African American Community the Art of Community Engagement. She is an activist, leader, influencer, speaker,

researcher and philanthropist.

Are there any relationships, including but not limited to business or family relationships, that may be perceived as creating a conflict of interest for your service on the Board and/or Commission for which you have applied? If so, please detail the circumstances: : no

Is there anything else you would like to note?: no



Kathleen Hallissey

Kathleen Hallissey is currently the Program Director for Leadership Development at the Cleveland Foundation where she has responsibility for its leadership programs including the Foundation's summer internship program, the Public Service Fellowship program and the Encore Cleveland Initiative which focuses on tapping into the time, energy and talents of experienced Clevelanders to solve community challenges and fill unmet needs. She also oversees grantmaking in the aging and early learning sectors.

She joined The Cleveland Foundation in August 2005 as a program officer, focusing on education and health and human services grants and strengthening nonprofit organizations across Greater Cleveland. She was promoted to Director of Community Responsive Grantmaking where she worked with a team of program officers to align grantmaking with the needs of the community and the foundation's priorities.

Previously, Kathy served as a management consultant to the Head Start community working on special projects such as the grantee monitoring system, data analysis and the development of training and technical assistance materials. She served as a program analyst in the Department of Health and Human Services in Washington, DC, focusing on programs and policies impacting children, youth and families specifically Head Start and Early Head Start. She began her career in the federal government as a Presidential Management Fellow. This two-year program was designed to build excellence in the public sector. During her fellowship she completed key projects in legislative affairs, planning and evaluation, and program implementation.

Kathy earned a Master of Public Administration from the University of Massachusetts at Amherst and a Bachelor of Arts cum laude from Drew University in New Jersey. She is a 2013 Leadership Cleveland graduate and a graduate of the YWCA Women's Momentum program.

JULIE M. JOHNSON



CHIEF EXECUTIVE OFFICER

Non-Profit Leader | Resource Development Professional | Community Advocate

EXECUTIVE SUMMARY

Strategic, well-connected CEO with 20+ years' experience in providing fiscal, strategic, and operations leadership in uniquely challenging situations. A results-oriented nonprofit executive with a strong background in resource development, community relations, and prevention program development and implementation. Recognized for collaborative leadership style, proactive approach, and perseverance. Demonstrated ability to create loyal and lasting professional relationships with colleagues and key stakeholders by interacting with honesty and integrity.

AREAS OF EXPERTISE

Strategic Visioning ♦ Board Development ♦ Finance/Budget Management
Fund Development ♦ Community Relations & Organizing
KPI Outcomes & Quality Assurance ♦ Program Development & Implementation

CAREER HIGHLIGHTS

- ♦ **Propelled a financial turn-around for Boys & Girls Clubs of the Western Reserve** by eliminating an overall \$250K operating deficit over 4 years through optimizing resources.
- ♦ **Performed on the Integration Team and led Akron Board of Directors through the due diligence process**, successfully merging the organization with 3 other Clubs to form Boys & Girls Clubs of Northeast Ohio.
- ♦ **Effectuated strategic alliance of Community Challenge and Recovery Resources** and managed post-acquisition integration activities identifying synergies and eliminating redundancies.
- ♦ **Negotiated and maintained professional service contracts and collaborative relationships** with over 60+ school districts and interfaced with youth service agencies across 7 counties in Northeast Ohio.
- ♦ **Drove strategic planning initiatives with Boards of Directors and team members** and implemented those plans at 4 non-profit organizations.
- ♦ **Reorganized administrative agency operations, created policies and procedures** in accordance with the former Ohio Department of Drug Addiction Services (ODADAS) Prevention Program Certification Standards, and attained Prevention Site Certification for 2 youth prevention services organizations.

PROFESSIONAL EXPERIENCE

Hunger Network, Cleveland, OH 05/2020—Present

Cuyahoga County's largest emergency food and hot meal provider consisting of 73 strategically placed centers to assist our neighbors most in need and assure no one goes hungry and no food goes to waste.

CHIEF EXECUTIVE OFFICER

Responsible for the strategic direction, administrative functions and oversight of the organization. Goals include expanding Hunger Centers and Food Rescue Operations throughout Cuyahoga County and beyond in areas experiencing high levels of food insecurity. One of the initial organizations across the country to implement Food Rescue app technology as a direct response to bridge the gap between food waste and hunger, and enhance environmental sustainability by reducing carbon emissions.

Major Accomplishments:

- Pivoted organizational operations and emergency food distribution operations in accordance with COVID-19 pandemic protocols
- Added 4 new hunger center locations within 3 months. Expanded Food Rescue operations by adding 22 food donors, 38 food recipient sites and 143 food rescue volunteers in 9 months.
- Secured an additional \$500,000 in County Funding to increase access to fresh foods, particularly fruits and vegetables to food insecure communities throughout 2021-2022.

Boys & Girls Clubs of Northeast Ohio, Lorain, OH

07/2019 –05/2020

Boys & Girls Clubs of Cleveland, Erie County, Lorain County and Western Reserve merged effective 07/01/2019 to form the largest Club in Ohio serving 36 of the 67 existing statewide sites and one of the ten largest in the country.

EXECUTIVE DIRECTOR, GREATER AKRON REGION

Work with the founding Board of Directors, Interim CEO and new CEO to achieve all aspects of organizational integration. Keep foundations, donors, community stakeholders, team members and families engaged and informed about post-merger progress through honest, open, and transparent communications. Expand services to reach more youth and families.

Major Accomplishments:

- Secured \$30K of additional support from a current foundation funder for new organization integration strategies.
- Worked with leaders in two new communities to expand Club services to additional underserved areas in first quarter of 2020.
- Adapted services during the COVID-19 pandemic and began an emergency food assistance program for youth in the Akron community.

Boys & Girls Clubs of the Western Reserve, Akron, OH

2015 – 06/2019

An inclusive out-of-school time non-profit organization that enables all young people, especially those who need opportunities the most, to realize their full potential as productive, responsible and caring citizens.

PRESIDENT & CEO

Established strategic direction of the organization and led administrative functions including financial management, human resources, program planning and operations, and team leadership and development. Created and fostered positive relationships with private, corporate and foundation donors in a new market. Increased Board giving commitments from 74% to 100%.

Major Accomplishments:

- Reinforced funder relationships and restored financial reporting integrity/transparency to the organization.
- Revitalized the management team and cultivated a culture of professional development for staff.
- Retained confidence, trust and support of local leaders and donors throughout the merger process.
- Met with state legislators over the past four years to develop relationships and advocate for funding for all Boys & Girls Clubs statewide, resulting in a state budget line increase from \$2MM to \$4MM for 2019-2021.

Malachi House, Cleveland, OH

2009-2015

A private, non-profit Christian home that ministers to terminally ill individuals diagnosed with less than 6 months to live, who have limited or no financial resources and no willing or available caregiver.

DIRECTOR OF DEVELOPMENT AND MARKETING

Reported directly to Board of Trustees. Identified and cultivated potential Board and Associate Board members and led them in fundraising activities. Effected increased fundraising and development marketing plans including annual appeals, annual reports, newsletters, special events, third-party events, grant writing and electronic media.

Major Accomplishments:

- Produced over \$7.8 MM in private, non-governmental revenue. Endowment grew by \$1.5MM.
- Spearheaded rebranding endeavor of Malachi family: Malachi House, St. Malachi Parish and Malachi Center.
- Founded Associate Board, which enhanced fundraising and proved as a succession method for the Board of Trustees.

Recovery Resources, Cleveland, OH

2005 - 2008

A non-profit organization providing prevention education, treatment, and recovery services for individuals diagnosed with mental illness and/or addiction. Community Challenge (merged January 2008) – a suburban school and community-based alcohol, tobacco, and other drug (ATOD) prevention organization.

EXECUTIVE DIRECTOR OF COMMUNITY CHALLENGE

Provided strategic organizational direction with Board of Directors and served as the agency voice in Cleveland's West shore communities. Negotiated annual service contracts with the City of Rocky River and the Rocky River City School District. Prepared and implemented annual program service plan. Managed human resource responsibilities.

Major Accomplishments:

- Achieved merger of Recovery Resources and Community Challenge and began replication of community-based model.
- Revised and enhanced service reimbursement system to stabilize financial resources. Increased revenue by \$40K.

Substance Abuse Initiative of Greater Cleveland, Cleveland, OH

2003 - 2005

An urban grassroots, community-based violence and ATOD prevention organization that served the SE Cleveland area.

EXECUTIVE DIRECTOR

Hired specifically to restructure administrative functions, including creating policies and procedures to assure agency compliance with Federal and local funding requirements and former ODADAS Prevention Program Certification Standards for site certification. Assessed and revised agency programs to establish and retain community organization and collaboration efforts through federally funded Drug-Free Zones and HIV/AIDS prevention programs.

Major Accomplishments:

- Prepared corrective action plans to address significant A-133 audit findings for FY 2002 and 2003; Received clean A-133 audit for 2004.
- Procured \$280K multi-year Federal Grant fund contracts to provide community-based ATOD prevention services in SE Cleveland and HIV/AIDS prevention services in 2 Northeast Ohio Neighborhood (NEON) Health Centers.

Project CARE , a program of the Ohio Schools Council, Independence, OH

1998 - 2003

A school-based violence and ATOD prevention organization that provided collaborative professional networking, resources and training to school district personnel, social service agencies, parents, and law enforcement officers.

PROGRAM MANAGER

Managed a violence prevention and ATOD student assistance consultation service to 60+ school districts and social service agency personnel in 7 Northeast Ohio counties. Developed, organized, and presented professional certification trainings for urban, suburban and rural school district personnel, parents, students, law enforcement, and agency professionals. Organized monthly collaboration meetings to create a unified approach to addressing existing and emerging youth issues.

Major Accomplishments:

- Expanded agency's Cuyahoga County involvement through the Office of Juvenile Justice Affairs, Juvenile Accountability Incentive Block Grant, Juvenile Crime Coalition.

Streetsboro Police Department, Streetsboro, OH

1991 – 1998

A police department committed to protecting life and property, ensuring safety, and engaging with the community to promote positive community relations and to solve problems.

LAW ENFORCEMENT OFFICER

In addition to patrol, performed special assignments: D.A.R.E. Officer, Community Relations and Crime Prevention Officer, Field Training Officer, Victim/Witness Assistance Liaison Officer, Mental Health Liaison Officer.

Major Accomplishments:

- Designed curriculum for, founded and initiated the City's Citizen's Police Academy.
- Implemented and coordinated the department's Community Oriented Policing Program.

EDUCATION/CERTIFICATIONS/PROFESSIONAL DEVELOPMENT

Bachelor of Arts in English, Minor in Classics—Allegheny College, Meadville, PA—1990
Harvard Business School Seminar—Strategic Perspectives in Nonprofit Management, Cleveland, OH—October 2017
Boys & Girls Clubs of America School of Executive Leadership—Advanced Leadership Program II, Akron, OH—June 2017
IUPUI-Lilly Family School of Philanthropy, The Fundraising School, Developing Major Gifts Course, April 2015
Ohio Certified Prevention Specialist II—Ohio Chemical Dependency Professionals Board, Columbus, OH—2001-2009
Ohio Certified Prevention Preceptor, Columbus, OH—2003-2009

AWARDS/DISTINCTIONS

Cleveland Magazine, The Cleveland 500, January 2021
Girl Scouts of North East Ohio, Woman of Distinction Award, 2019
Herzing University—Akron Campus, Commencement Speaker, 2018

PROFESSIONAL AFFILIATIONS

Akron Youth Alliance (AYA), Co-Founder and Vice President, 2019-Present
Akron Youth Violence Steering Committee, Member and Community Partner, 2019-2020
ATHENA Akron, 2019 - Present
Leadership Akron Class, Core 34, 2017-2018; Present Alumni Member
Grace House, Capital Campaign Committee Member, 2018-Present
ADAPAO Board of Directors, 2003-2008; Member 2018-2020
Koinonia Homes Board of Directors, 2016-Present; Supporter Relations Committee Chair, 2017- Present
Toastmasters International #1424, Independently Speaking Cub, Member, 2015
AFP (Association of Fundraising Professionals) of Greater Cleveland, 2009-2016; Board of Directors, 2014-2015
Alcohol & Drug Addiction Services Board of Cuyahoga County Training Institute Advisory Committee, 2006-2008
ODADAS Strategic Prevention Outcomes Framework Workgroup, 2006-2007
United Way Services of Greater Cleveland, Health & Caring for All Substance Abuse Cluster Co-Chair, 2004-2007
Cleveland Leadership Center, Cleveland Bridge Builders, Class of 2002; Present Alumni Member



Janet Lynn Keeler, Ph.D.

Certification

Licensed Psychologist, State of Ohio 1998

Professional Summary

Outcome-focused healthcare administration professional well-versed in motivating and managing employees to provide exceptional services to individuals with developmental disabilities. Led agency technical supports team focused on customized provider support. Highly organized and hardworking with excellent planning and program management skills.

Work History

Cuyahoga County Board Of Developmental Disabilities Interim General Manager Community and Workforce Development

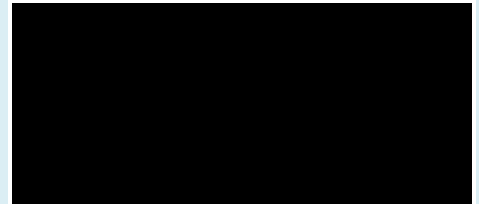
Cleveland, OH 4/2015 – Current

Provide program oversight and execution of the strategic direction of the Employment and Community Alternatives division to include 8 Adult Activities/Vocational Habilitation Centers, 40 Group Employment sites, 3 Just-A-Buck retail stores, a metropolitan café and 3 large urban farms. Manage the DoDD Accreditation and CARF preparation and review and develop/manage departmental performance management outcomes/data. Oversee all labor/management committee meetings and labor negotiations as related to 500+ bargaining unit employees. Administer multi-million dollar budget including development of staff position rosters and projection of annual needs for equipment and supplies.

Cuyahoga County Board Of Developmental Disabilities Supervisor of Forensic Liaison/Behavior Services

Cleveland, OH 4/2011 - 4/2015

Supervised all Forensic Liaison staff functions and monitor behavioral services provided to the individuals being served; managed contracts/budgets and MOU's pertaining to individuals with forensic involvement; oversee the development, refinement and delivery of services which effectively support individuals with involved with the criminal justice system. Presented to state and national audiences and published 3 research journal articles.



Skills

- Accreditation and coordination
- Project and operations management
- Multidisciplinary team collaboration
- Training and mentoring
- Relationship-building and outreach

Education

Kent State University

Kent, OH

Ph.D.: Counseling And Human Development Services

John Carroll University

Cleveland, OH

Master of Arts: Counseling

Fairfield University

Fairfield, CT

Bachelor of Science: Pre-Medicine

Board of Trustee Positions

Metzenbaum Sheltered Industries (MSI) Board, Board Member/President 2006-2012



Janet Lynn Keeler, Ph.D.

Cuyahoga County Board Of Developmental Disabilities Psychologist/Regional Coordinator Psychological Services

Cleveland, OH 4/1996 - 4/2011

Provided behavioral health services to school age and adult individuals with mild to profound intellectual disabilities/developmental disabilities. Administered, interpreted, and analyzed results of psychological and cognitive assessments. Conducted functional analyses of behavior and develop comprehensive behavioral interventions for individuals with maladaptive behaviors. Provided consultation services to agency personnel, families, and community providers. Supervised unlicensed bachelor/master-level employees. Conducted behavior support training orientations for new employees and behavior management in-services for continuing employees.

Notre Dame College Adjunct Faculty

South Euclid, OH

6/2003 - 6/2011

Taught continuing education seminars and graduate/undergraduate courses on a variety of topics related to motivation/discipline, performance appraisals, customer service, classroom management and behavioral supports.

Cuyahoga Community College, East Counseling Center Psychologist

Highland Hills, OH

1/2003 - 12/2003

Provided individual counseling to traditional and non-traditional students related to anxiety, depression, and adjustment/transitional life issues. Served as a consultant and resource for College faculty for concerns related to their students and/or campus issues.

Marymount Hospital Psychologist

Garfield Heights, OH

1/1996 - 12/1998

Provided individual, marriage, and family psychotherapy to corporate and public service contract agencies involved in Concerns Employee Assistance Program (EAP). Clientele for short-term therapy include children, adolescents, and adults. Additional services included assessment, development and implementation of treatment plans, referral, and follow-up.

JANET MONTOYA

OBJECTIVE

Obtain a position where I can utilize my public relations experience, business experience, and community outreach and networking skills to its fullest potential. Serve as a catalyst in developing lasting partnerships with not for profit as well as public organizations and continue to foster my relationships with MHS's senior stakeholders, external community partners and stakeholders in an effort to create mutually beneficial community-oriented solutions and advance health system priorities to address and impact social determinants of health.

BACKGROUND SUMMARY

I have 22 years of experience in social services, public relations and community outreach. As a small business owner for over a decade, I have firsthand knowledge in operating, financial, and strategic domains, as well as leading and supporting individuals to achieve personal and organizational success. I have worked with and mentored individuals with different ethnic backgrounds, educational training and life experiences.

In 2013 I ran a successful and creative political and media campaign for Cleveland City Council in Ward 14 in which I attained Mayoral endorsement. The campaign bolstered my strong ties with my community and activated strategic partnerships with city, county and state government officials and other major stakeholders that should prove to be of value for future community-based projects at home and abroad.

EMPLOYMENT HISTORY

The MetroHealth System, Cleveland, Ohio
Community Health Advocacy Initiative, Manager

2014-Present

Awards & Recognitions: October 2014 Star IQ Genius Award for "Service to others"

- Address health disparities and improve the health status of the residents of Cuyahoga County through community change.
- Identify and cultivate relationships with key stakeholder groups from various sectors that impact community health, i.e. residents, community organizations, philanthropic organizations, stakeholder institutions, government departments and key policy makers and elected officials at the local, regional and national level.
- Supervise and manage the work of the Community Health Advocates, student interns, community volunteers and contracted consultants/partners.
- Link the work of Community Health Advocacy Project to the Health Improvement Partnership Cuyahoga (HIP-C) and to the City of Cleveland Public Health Department, the Cuyahoga County Public Health Department, and Shaker Heights Public Health Department.
- Create opportunities to involve and work directly with local communities around healthy lifestyles and other social/economic conditions as identified and prioritized by residents.
- Oversee the development, strategic direction, and implementation of the Community Health Advocacy Project focused on addressing social contributors of health as identified by local communities.
- Maintain knowledge of community developments and trends in community health, engagement and equity practices by participating in and presenting at conferences, trainings, workshops, lectures, communities of practice, reading current literature and maintaining professional contacts within the community.

JANET MONTOYA

Janet Garcia Insurance Agency, LLC (American Family Insurance), Cleveland, OH
President

2009-2013

Awards & Recognitions: Life Honors; Financed Leader Award

- Sell life, property, casualty, health, automotive and other types of insurance.
- Customize insurance programs to address individual customer needs, often covering a variety of risks.
- Conduct direct mail campaigns with follow-up in-person sales consultations.
- Attend meetings, seminars and programs to advance knowledge and expertise
- Maintain bookkeeping systems and service-recovery system.
- Maintain confidential client personal and financial data.
- Attend community network events.

Janet Garcia Insurance Agency (Nationwide Ins. & Fin Services), Cleveland, OH
President

2004-2009

Awards & Recognitions: 2006 Entrepreneur of the Year by Hispanic Business Assoc.; 2007 Nationwide Insurance Conference of Champions

- Responsible for the management and administration of agency training programs.
- Integrated agency strategic and business plan into regional organizational planning and development program.
- Developed prospects through an organized agency direct solicitation program and referrals from present accounts
- Implemented target-marketing leads through community affairs, affiliations and other contacts.

Catholic Charities Employment and Services – Diocese of Cleveland, Cleveland, OH
Employment and Training Coordinator

1996-2004

- Assisted clients in preparation for job searches, including resume writing and job interview skills.
- Identified potential employers and assist in job placements.
- Served as a liaison between clients and county social workers.
- Assisted individuals with the most basic needs of food and shelter to move people beyond permanent crisis.
- Coordinated the welfare to work program – worked with individuals on public assistance to help them become self sufficient.
- Ex-Offender Coordinator - case managed and collaborated with local employers to assist with the hiring process of the formerly convicted.
- Collaborated with county and local businesses including other non-profit organizations to coordinate job fairs and workshops.
- Assisted grant writer in developing proposals for funding agencies.
- Raised money from local city councilmen for the purchase of computers for Catholic Charities employment program.

JANET MONTOYA

EDUCATION

Cuyahoga Community College: Associates of Applied Business 2013-2015
Western Governor University: BS Business Administration Healthcare Management 2019-present

CERTIFICATIONS

License: Property and Casualty insurance (September 01, 2004)
License: Life and Health insurance (June 14, 2005)

PROFESSIONAL AFFILIATIONS

Spanish American Committee: Board member

Assist Hispanics and Non-Hispanics alike with social service needs, including housing, employment, G.E.D., and English as a second language.

Hispanic Business Association: Board member

Promote and support the domestic and international economic development of Hispanic commerce and to serve as a liaison to the Hispanic market in Northeast Ohio.

HUMADAOP: Board member

Empower Hispanic/Latino community to eliminate the negative impact of HIV/AIDS, violence and the abuse of alcohol, tobacco, and other drugs through culturally sensitive prevention, education, intervention, and treatment services.

Democrats of Cuyahoga County: Executive Committee member

Evaluating and endorsing Democratic candidates for office, attend all endorsement meetings, both local and county-wide, attend all meetings required to fill Central Committee openings, adhere to the Constitution and Bylaws of the Party, participate in local Democratic club meetings and events.

Cuyahoga County Executive Armond Budish Transition Policy Working Group - The Quality of Life Working Group will focus on protecting and growing regional assets, like Lake Erie and fiber-optics, assessing challenges, and maximizing regional opportunities to make Cuyahoga County a destination points for companies and families

Coop – Council on Older Persons Committee - The Council On Older Persons (COOP) is an advisory committee of The Center for Community Solutions, COOP's mission is to promote a better understanding of aging and address the issues and concerns of older person in Greater Cleveland through citizen-led needs assessment, policy development, community education and advocacy.

United Way of Greater Cleveland Basic Needs Impact Committee – Review and approve requests for proposals submitted by community organizations providing services in Emergency Housing, Transportation, Food Security and medication assistance.

Mental Health Response Advisory Committee- Part of the US Dept. of Justice & City of Cleveland Consent Decree - produced a crisis intervention policy that foster positive interactions between our police and the communities they serve including people living with mental illness and addiction.



SHANNON MONYAK

SKILLS

Success oriented, results driven professional with over 10 years of experience guiding and assisting organizations and individuals to reach their goals. Extensive background in independent living philosophy, program development, organizational operations, and employee relations, including supervision of multi-faceted teams.

EXPERIENCE

Executive Director

Services for Independent Living. Euclid, Ohio

Jan 2013-Present

- Serve as a member of the Leadership Team, responsible for guiding the agency towards growth and success.
- Took a leading role in the agency's rebranding process.
- Grants management and reporting, including the federal CIL PPR.
- Manage and have direct input on working budgets as they pertain to specific programs as well as overall agency budget.
- Seek opportunities to enhance program funding including grant writing and contract negotiation.
- Identify and meet with key community stakeholders to enhance existing and assist with development of new programs/services.
- Participate in various networking groups/coalitions that will raise awareness of disability related issues and SIL's services and supports.
- Serve as a community liaison as well as actively participate on local and statewide systems change coalitions and taskforces.
- Supervise individual Program staff and any additional staff assigned, including performance management and professional growth.
- Act as agency contact for the CILS First data base, attending meetings, conference calls, webinars as scheduled.
- Work in partnership with the Ohio CIL network to develop consistent reporting mechanisms through CILS First.
- Ensure that program outcomes align with the agency's strategic plan, work plan and SPIL.
- Coordinate quality assurance efforts for the agency for effectiveness and efficiency, recommending and implementing programmatic adjustments as needed.

Accessibility Coordinator, *Linking Employment, Abilities, & Potential*

June 2012-Dec 2013

- Developed and lead the Local Housing Service Cooperative (LHSC) Assistive Technology/Home Modification division and LHSC advisory group.
- Developed, expanded, and strengthened advocacy efforts across the state to educate communities and policy makers about the needs of people with barriers.
- Provided educational programs to individuals with disabilities and other stakeholders regarding the use of adaptive equipment and assistive technology.
- Developed a demonstration and loan program to allow individuals with disabilities to test out devices that would increase their independence.
- Provide oversight, supervision and case management to the High School High Tech (HSHT) students whose interest was on developing STEM focused careers and improving independent living via assistive technology.
- Actively participated in agency Strategic Growth Design Team meetings.

Business Development Manager/Administrator, *WindowPRO Holdings*

Dec 2006-June 2012

- Manage the growth of new clients in the Trade Division.
- Maintain communication with current Trade clients within company.
- Manage the Call Center with 2 direct service employees. Allocate daily schedule and responsibilities based on current work load, needs and deadlines.
- Assist in marketing campaigns for show events and direct mail by recommending what offers have proven to profit the company most using MTD and YTD sales numbers.
- Assist in the layout, graphic design, and content of monthly direct mail offers.
- Support President with sales and marketing budgeting/forecasting.
- Calculate Gross Profit Margin for monthly reports.
- Gather accounts receivable and develop solutions to obtain funding.

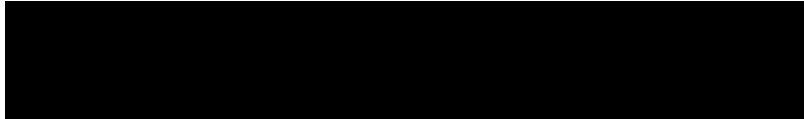
Education:

Bowling Green State University – Bachelor of Arts in Psychology
December 2001

Professional Affiliations:

- Federal Legislative Advocacy Program (FLAP): 2019-Present
- State Plan for Independent Living (SPIL) Writing Committee: 2019-Present
- Cuyahoga County Advisory Council for Persons with Disabilities: 2019-Present
- Cuyahoga County Advisory Council for Persons with Disabilities – Employee Subcommittee: 2019-Present
- Housing Advocacy Group: 2019-Present
- Ohio Advocate Network: 2019-Present
- Lake County Employment Network: 2018-Present
- Buckeye Healthcare Networking Group: 2015-Present
- United Way Community Meetings: 2019-Present

DOUGLAS TAYEK, MAP



COMMUNITY DEVELOPMENT | STATEGIC PARTNERSHIPS | ADVOCACY

External relations and community development professional with 10+ years of success designing and managing community initiatives. Recognized for award-winning management and recruitment of community volunteer teams. Thrive when connecting groups such as military veterans to improved healthcare resources, food drives for older adults and working with cities to become more “age friendly”.

Campaign Development
Campaign Management
Volunteer Management
Social Mission Advocacy

Social Media Campaigns
Community Partnership
Development
Large Scales Events

Community Engagement
Grassroot Activities
Volunteer Team Structure
Executive Facilitation

PROFESSIONAL EXPERIENCE

AARP Ohio

Northeast Ohio 2011 – Present

Nation's leading organization for people 50 years and older, serving their needs and interests through information and education, advocacy and community services.

Associate State Director for Outreach

Lead efforts to achieve social impact goals and engagement of local, private /public organizations in community outreach, grassroots activities and large-scale events from diverse communities.

Community Leadership and Project Management

- Lead and support team of 120+ community volunteers in Northeast Ohio and host over 210 AARP community events that generate approximately 24,000 direct engagements.
- Designed and implemented strategic thinking and planning that led to the campaign plans that resulted in the event creation and engagement development.
- Developed volunteer team structure that features volunteers leading their own teams and resulting in over 65% of regional events being led by volunteers.
- Nationally recognized for initiative that connected Cleveland's African American community leaders to AARP resulting in the 2 largest “Movies for Grown Ups” events in the organization's history.

Livable Communities and Advocacy

- Provided guidance and developed key resources necessary for the success of the “Age Friendly Cleveland and Columbus” initiatives, vital to keeping the programs moving forward.
- Identified partners and secured \$15K of funding that resulted in the completion of the “Age Friendly Columbus” assessment.
- Presented *Replicable Age Friendly Lessons from Ohio* at the 2016 AARP National Livable Communities Conference.
- Provided guidance and advisement to colleagues across Ohio, launching similar age friendly initiatives
- Championed the enrollment of the City of Akron into the AARP network by engaging with the Mayor's Cabinet, City council, the University of Akron, and community organizations. Recently recognized by the Akron Community Foundation with a 3 year “Proactive” grant of \$100,000
- Engaged with state, federal and state legislators to advocate for Social Security & Medicare stability, Federal Budget sequestration, access to healthcare and livable communities
- Managed and supported team of advocacy volunteers who directly lobbied elected officials

Cleveland Clinic Cleveland, OH 2007 - 2010

Nursing Community Program Coordinator

Newly established position that worked with Cleveland Clinic Nursing Institute and Department of Community Outreach to create more effective and visible community partnerships.

- Organized over 1,000 employees for 110 community outreach activities to include serving meals and providing health screenings.
- Donated over 18,000 school-supply items to the Cleveland Metropolitan School District and underprivileged communities.
- Initiated and managed partnership between the Surgical and Nursing Institutes, Medwish International and U.S. Army to collect 9 tons of surgical supplies for healthcare work in Iraq.

Obama for President Campaign Rally Cleveland, OH 2007
Rally Organizer

Organized, recruited & managed volunteers to execute event with over 4,000 attendees.

Ted Strickland for Governor Cleveland, OH 2006
Cuyahoga County Volunteer Coordinator

Recruited and led volunteers for campaign offices and events throughout Cuyahoga County.

CERTIFICATIONS

Technology of Participation – Trained Facilitator – Certification

AARP & Midwest Academy

- Direct Action Organizing – Certification
- Grassroots Advocacy Writing – Certification

USA Hockey

- Level 4 Certified Coach

EDUCATION

University of Akron

Master of Applied Politics (MAP)

Kent State University

Bachelor of Arts (BA) – History and Pre-law

PROFESSIONAL ORGANIZATIONS & VOLUNTEERISM

Cleveland Bridge Builders - Member - Class of 2009

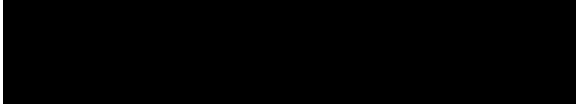
Catholic Charities Diocese of Cleveland - Member, Board of Directors 2019 - Present

Gilmour Academy - Varsity Hockey - Goalie Coach 2014 - Present

Solon High School - Varsity Hockey - Goalie Coach 2010 - 2014



Kim Thomas



Biography

Kim Thomas is the newly elected councilwoman of Richmond Heights, Ward 1. She is the owner of Christopher Amira Studio. Thomas is a native of Cleveland; Thomas attended South High School for Cosmetology. She is a graduate of Baldwin Wallace's 2009 Emerging Entrepreneurs, founded by the President's Council.

Thomas has worked in the beauty industry for over 30 years. She began her career as a stylist and later as a national educator for John Paul Mitchell Systems. Thomas traveled globally, helping to raise the level of excellence within the beauty industry. She is one of the most sought-after educators in the beauty industry, known for her business and leadership skills. This drive and influence continue to make her successful and the well-respected person Thomas is today. She is the co-founder of Change of Direction, a non-profit organization that provides mentoring and emergency respite for displaced youth in crisis

In 2008, Governor Ted Strickland appointed Thomas to the State Board of Cosmetology, and during her tenure, she served as chair of the board. Under her progressive leadership, the board tackled the problem of human trafficking through awareness and education campaigns. Thomas was reappointed to the Cosmetology and Barber Board by Governor John R. Kasich in 2018 and later served as vice-chair in 2019.

Mayor Frank Jackson appointed Thomas to the Cleveland/Cuyahoga County Workforce Development Board in 2017 and reappointed her in 2020. Thomas currently serves as chair of the youth council. In 2017 Ms. Thomas was recognized by the City of Cleveland as a Hometown Hero.

Loti Phi Lambda recognized Thomas as Businesswoman of the Year in 2012. Salon Today Magazine voted her as one of the "Top 200 Fastest-Growing Salons" for two consecutive years. She was selected as one of the 20 I.P.'s (Interesting Personalities) by Who's Who Cleveland (2012) and voted as Who's Who in Cleveland (2013-2019).

Thomas prides herself on being of immigrant ancestry. Her grandfather, John Williams, was born in Trinidad and migrated to the U.S. Here, he started a small business. Ms. Thomas firmly believes that "if you change the way you look at things, things will change."

Employment

Richmond Heights City Councilwoman	2019 -Present
Christopher Amira Studio President	2008 - Present
Ohio Democratic Party Minority Engagement Consultant	2018 - 2019
Life Skills Corporation - Ohio Career Pathway Consultant	2016 - 2018
John Paul Mitchell Systems Senior National Educator	1993-2011
Star Beauty Plus General Manager/Sub-Distributor -F.H.I. Tools	1997-2008
Mirror-Mirror Gop-Pa Stylist/Salon Manager	1984-1988

Education

Hondros College Mortgage Loan Originator	2019
Baldwin Wallace College Emerging Entrepreneurs Program	2009
Cuyahoga Community College Computer Programming	1983
Cleveland South High School	1982

Boards /Committees

2020 Census -Cuyahoga Complete Count Committee Businesses Co-Chair	2020
Richmond Heights City Council Finance and Audit Committee	2019 - Present
Ohio State Board of Cosmetology and Barber Board Member	2019 – Present
Ohio Democratic Party State Executive Committee	2018 -Present
Cuyahoga County Workforce Development Board Board Member and Youth Committee /Chair	2017- Present
Cuyahoga County Democratic Party Vice-Chair and Secretary	2017- Present
Ohio State Board of Cosmetology Member	2009 – 2012

Awards and Honors

Cuyahoga County Council Recognition	January 14, 2020
The General Assembly of The State of Ohio Senatorial Citation	January 2020
The City of Cleveland Hometown Hero Award	2016
Ohio Democratic Party 2106 Howard Metzenbaum Award	
Democratic National Convention Ambassador for Ohio	2016
Who's Who in Black Cleveland	2011, 2012 2013
Who's Who in Black Cleveland - Fifth Edition Publication Voted Top 20 IP (Interesting People)	2012
Iota Phi Lambda Sorority, Inc. Businesswomen of the Year Award	2012
Cut-It-Out -Salon against domestic violence Education Award	2011
Emerging Entrepreneur /Presidents Council Emerging Entrepreneur Award	2009
Salon Today Magazine Recognized as one of the Top 200 Fastest growing Salons	2003-2004
Globe Magazine Nominated as "Entrepreneur of the Year"	2003
John Paul Mitchell Systems Senior Certificate Award	1991

Publications

News-Herald Turnout for the food pantry in Richmond Heights grows as the holiday's approach
December 18, 2020

Cleveland Plain Dealer - Congratulation from Deal Point A-5 entire page (Insert)
June 14, 2020

Call and Post - Richmond Heights Community Tailgate Meeting page 6-c
August 19, 2020

Call and Post - Candlelight Vigil for Ruth Bader Ginsburg of the United State Supreme Court)
page 1-B
September 23, 2020

Channel 8 - Candlelight Vigil for Ruth Bader Ginsburg of the United State Supreme Court
September 22, 2020

Sun Messenger/ Sun-News - Richmond Heights Second Party serves 1375 people.
Page A -6
April 23, 2020

Sun Messenger and Sun News -Large crowd turns out for Mobile Food Pantry (FrontPage)
April 2, 2020

Sun Messenger - Partnership on Aging: Richmond Heights joins Partnership on Aging
page A-5
December 26, 2019

Cleveland.com – Thomas win Richmond Heights City Council seats
November 10, 2019

Channel 5 - Rock the Blocks -Bridging Communities
June 9, 2019

Channel 8 - Rock the Blocks Community Event
June 9, 2019

The Call and Post - Christopher Amira Studio open a new location
page 3-A
February 2015

The Call and Post - The Power of Women Fundraiser for Change of Direction	July 26, 2015
Call and Post - Helps families holiday wishes come true Page 6-C	January 8, 2014
Call and Post - Couple work to change the direction of the community	Nov- 2014
Who's-Who in Cleveland	November 2013
Black Passion Magazine Vol. 47	September - 2013
Ohio Stylist -Thomas Leaves Board after Distinguished Tenure	February -2013
Call and Post Who's -Who in Black Cleveland Front Page -1	February- 2012
Ohio Stylist Newspaper State Board combating Human Trafficking Vol. 13	May/June 2012
The Connection Shaker Square Business Round Up Chairmen Page 11	Spring – 2009
Call and Post State Board of Cosmetology welcome Kim Thomas - Chairmen Front Page	March 2009
Call and Post Hosting Dining for a Change – Cancer and Domestic Violence Page 4-b	September 27, 2009
The Connection Shaker Square Christopher Amira Finish Strong first year Page-3	Fall 2009
The Cleveland Plain Dealer There is no debating, hair care is a healthy business Page E-6	October 28, 2009

Ohio Stylist Newspaper Look what's happening, never been to a board meeting
Page 14 Vol. 9 **May 15, 2008**

The Plain Dealer Salon Owner Refocus on Original Business
PageD-2 **July 27, 2005**

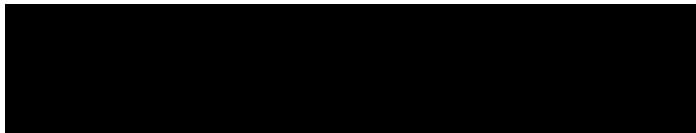
Bedford Sun Beauty School host Career Day
June 13, 2002

Leadership/Coaching

Student Workforce Advancement Program -S.W.A.G.
Career Pathway Mentor for Cleveland Municipal School District **2019-2020**

Jumpstart
Encore Mentor **2015 - Present**

RESUME' OF EUGENE W. WARD, JR.



DOB: March 1, 1954

EDUCATION: Shaker Heights High School
15911 Aldersyde
Shaker Heights, Ohio 44120
Graduate - 1972

Morehouse College
868 Fair Street
Atlanta, Georgia 30314
1972 – 1976
Studies in Religion and Economics

WORK EXPERIENCE: **Greater Love Baptist Church**
3630 E. 116th Street
Cleveland, Ohio 44105
July 1982 – Present

Organized a church with 7 members and presently at 1,400 members. Responsibilities include teaching, preaching, counseling, committee organization, community education and assistance and general work that demands attention in order to enhance spiritual, social and physical enhancement.

City of Cleveland
601 Lakeside Avenue
Cleveland, Ohio 44114
Special Assistant to the Mayor/ City Chaplain
March 1990 – June 1996

Worked with the Mayor of the City, Mayor Michael R. White, of Cleveland to work with community issues, be a conduit between the religious community and work with problems and issues that affected the Mayor's office.

VISTA Volunteer/Office of Equal Opportunity
City of Cleveland
601 Lakeside Avenue
Cleveland , Ohio 44114
June 1984 – December 1987

Did research for the US Department of Commerce to ensure that information was disseminated to enhance the opportunities for minorities in the City of Cleveland. Aided in developing office so that MBE and FBE programs were enhanced and that the laws concerning minorities being hired for local contracts were adhered to. Local monitoring done in the reading of contract bids and monitoring to ensure fair representation of minorities and involvement for projects granted by the City of Cleveland.

American Cancer Society
67 Peachtree Park Drive
Atlanta, Georgia 30331
Field Representative
June 1976 – July 1979

Worked with the African American community to raise funds for the American cancer Society. Organized people, units, organizations and corporations to ensure that Atlanta met its mark in the goal for ACS. Mandated meeting and recruiting new people on an annual basis and resulted in having multiple fundraisers in the city to involve more people about cancer awareness. Also instituted educational programs that informed about early cancer detection, self- breast examinations and comfort to cancer families.

RELIGIOUS AND SPIRITUAL APPOINTMENTS

Pastor – Friendship Baptist Church
727 Court Street
Calhoun, Georgia 30701
1975- 1982

Atlanta Religious Mobilization Against Crime
Appointed by the Late Mayor Maynard H. Jackson
1980-1982

Georgia Baptist State Convention
State Assistant Treasurer
Appointed by President Cameron Alexander
1979-1982

Organizer of Calhoun Chapter of NAACP
1977- 1982

Leadership Cleveland Class of 1994

Full Gospel Baptist Church Fellowship
District Overseer of Northern Ohio
1995-1999

Full Gospel Baptist Church Fellowship
General Overseer for Mid West and Southwestern Region of the United States and Canada
1999-2000

Full Gospel Baptist Church Fellowship
General Overseer of Policy and Procedure
1999-2000

Full Gospel Baptist Church Fellowship
Consecrated Bishop of Policy and Procedure
November 17, 2000
2000-2011

Full Gospel Baptist Church Fellowship
Appointed Assistant Executive Secretary by Bishop Paul S. Morton
2009-2013

Invited to Vatican by Papal Bishops for study at North American College Rome, Italy under Pope John Paul II
2000

Invited and Participated in Vatican Intensives
2003, 2006, 2008, 2010 and 2012

Given Credentials of Apostolic Succession
2013

Kingdom Connection Fellowship
Appointed 1st Assistant to the State Bishop of Ohio
Bishop William W. Morris, Jr.
2013-2017

Kingdom Connection Fellowship
Appointed Chairman of the Bishops Council
Bishop Jerome H. Ross, Presiding Prelate
2013 – Present

REFERENCES:

Blaine Griffin
Cleveland City Council – Ward 5
City of Cleveland
601 Lakeside Avenue
Cleveland, Ohio 44114
(216) 664-2000

Rev. Larry Harris, Pastor
Mt. Olive Baptist Church
3290 E. 126th Street
Cleveland, Ohio 44120
(216) 991-2830

Bishop Jerome H. Ross, Pastor
Triedstone Baptist Church
858 East Third Avenue
Columbus, Ohio 43201
(614) 424-6976

Michelle Pomerantz
Director, Regional Collaboration
Office of County Executive Armond Budish
2079 E. 9th Street
Cleveland, Ohio 44114
(216) 838-0000

Louis C. Stokes
Editorial Director
WXYZ-TV
20777 W. 10 Mile Rd.
Sothfield, Michigan 48075
(248) 827-9350

WILLIAM HEBBLE, MSW

OBJECTIVE: Seeking re-appointment to the Cuyahoga County Division of Senior and Adult Services Advisory Board.

SKILLS AND KNOWLEDGE

- Knowledgeable and skilled in mental health and substance use disorder client advocacy and client rights afforded by Ohio Mental Health and Addiction Services.
- Knowledgeable and skilled in group facilitation with individuals afflicted with mental health challenges, substance use disorders, dual diagnosis, and co-occurring disorders.
- Skills and experience in public speaking and mental health advocacy.
- Experience in networking with multiple agency executives, administrators, and clients.
- Experience in leadership and management roles

EDUCATION

Master of Social Work, May 2017
Cleveland State University, Cleveland, Ohio
G.P.A. 4.0
Outstanding Social Work Student Scholar Award Recipient

Bachelor of Social Work, May 2015, Summa Cum Laude
Cleveland State University, Cleveland, Ohio
Dean's List: G.P.A. 3.92/4.0; Major G.P.A. 4.0
University Valedictorian Nominee
College of Liberal Arts and Social Sciences Scholar Award Recipient

EXPERIENCE

Alcohol, Drug Addiction & Mental Health Services Board of Cuyahoga County, Cleveland, Ohio
Client Rights Officer, September 2017 – Present

- Responsible for investigating and documenting all allegations of client rights violations in accordance with Board, State, and Federal policy
- Advocates on behalf of clients to ensure the effective provision of services from Board provider agencies
- Responsible for co-planning and facilitating the monthly client Lunch and Learn sessions and the Action Committee Advocating Change meetings
- Responsible for co-planning and facilitating monthly Client Rights focus groups
- Assists clients afflicted with mental health challenges and substance use disorders in finding appropriate services to address their individual challenges

Division of Senior and Adult Services (DSAS) Advisory Board, Cleveland, Ohio
Vice Chair, July 2020 – Present; Board Member, January 2018 – Present

- Represents and advocates on behalf of older adults and adults with disabilities in Cuyahoga County.
- Advises the DSAS Administrator on agency issues related to programming, advocacy, and policy.

- Serves as vice-chair of the Advocacy Committee.

West Side Community House, Cleveland, Ohio

Lead Group Facilitator; Private Consultant, September 2016 - September 2017

- Responsible for supervising and leading psychoeducational groups.
- Developed group topics and presentations based upon the specific needs of elder populations.
- Developed an assessment tool designed to determine barriers to agency participation and to assess the appropriateness of agency service offerings.
- Participated in focus groups with agency staff designed to develop and interpret service offerings to ensure services were relevant and culturally appropriate for elder populations.

The Living Miracles Peer Empowerment Center, Lakewood, Ohio

Program Manager, March 2013 – September 2017

- Facilitated support and educational groups with a diverse client base at The Living Miracles, Housing First sites, and the Crisis Stabilization Unit for clients afflicted with mental health challenges, chemical dependency, or co-occurring challenges and dual diagnosis.
- Responsible for attendance tracking and data entry in accordance with grant award guidelines.
- Chair of an agency Outreach Committee with successes in recruiting new clients, agency membership retention, and public speaking engagements.
- Selected to serve as the agency Consumer Rights Officer.

Cuyahoga County Public Defender’s Office, Cleveland, Ohio

Student Intern, August 2016 - May 2017

- Interviewed clients on bond and in the Cuyahoga County Jail.
- Conducted Social History Assessments with clients accused of felony crimes.
- Provided treatment plans and sentencing recommendations to defense attorney to be utilized in court during hearings.
- Interacted with interdisciplinary teams and coordinated with outside agencies to facilitate treatment options for clients.
- Provided testimony on the record in open court on behalf of clients during sentencing hearings.

Professional Development

- Eliminating Structural Racism Work Group, Present
- Understanding Racism, September, 2020
- CDC Eviction Moratorium Training, September, 2020
- Verbal De-Escalation, October, 2017
- **“Summit Peer Support Panel Discussion.”** Invited presenter for the Veterans Affairs Annual Mental Health Summit by Dr. Emily Kowalski, Supervisory Psychologist. Hosted by the Cleveland Veteran’s Health Administration, September 2016.
- Non-Violent Crisis Intervention Certification, November 2014

Last Name : Lookabill

First Name : Carolyn

Please select the boards/commissions/councils you would like to be considered for.: Cuyahoga County Advisory Council on Senior and Adult Services -

Why are you interested in serving on this board/commission/council? : I have spent over 45 years in senior living, senior care and community based services to older individuals. I am a senior myself now living in Cuyahoga County. I have experienced the needs of seniors on many levels; provider, volunteer, family member and now senior consumer myself. I believe that my experience and my personal mission of service have prepared me for this opportunity.

What qualities do you possess that would make you a good candidate to serve on this board/commission/council? : I have been involved on numerous boards throughout my life and my professional career. I have served as a Board Member and Board officer to numerous organizations across the country. I was a past President of the Board of the Alzheimer's Association, and started both the Lake and Geauga County support groups which I led for five years. I also served roles with other chapters across the United States as I worked in the senior living industry. I was a member of the Board of Womensafe, a domestic shelter in Geauga County. I have worked with numerous agencies and organizations represented on the current DSAS Board. I have been a long standing volunteer with many organizations including the Hospice of the Western Reserve, Junior League of Cleveland, Toledo, St. Louis and Palm Beach. I believe that I bring the perspective of a provider, a volunteer, a caregiver child and spouse as well as being a senior consumer myself.

What professional experience do you have that would make you a good candidate to serve on this board/commission/council? : I have over 45 years of experience at the local, regional and national level of the senior living/senior care industry. I have almost an equal amount of involvement with numerous organizations as a volunteer and board member, including roles as officer.

Are there any relationships, including but not limited to business or family relationships, that may be perceived as creating a conflict of interest for your service on the Board and/or Commission for which you have applied? If so, please detail the circumstances: : I am employed as a Director of Sales and Marketing for The Lantern of Chagrin Valley Assisted Living Community. It is located in Geauga County, not Cuyahoga County. This is my retirement job. I have retired twice and work here to be close to home in a role that is less demanding.

Is there anything else you would like to note?: I have already been a member of this Board. This is a re-appointment. After this term, I will not plan to continue. My husband is also a senior and we are in the throes of caregiving. I can foresee that this will become my primary focus in the years to come. Thank you for the opportunity.