

**ADDITIONAL MATERIAL
REGULAR MEETING**

JUNE 18, 2024

**SUBMITTED AT THE REQUEST OF

INTERGOVERNMENTAL
AFFAIRS/BOARDS SECTION**

1. Name *

Clydia Armstrong

2. Street Address *

[REDACTED]

3. City *

Miramar

4. State *

FL

5. Zip Code *

33025

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Retired

9. Current Employer (If applicable) *

N/A

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

My familiarity with the work of the Children's Services Council of Broward County was the After School at Your Library Program. My vision for the organization moving forward is to restructure and revive the program.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

My knowledge of the issues and problems facing Broward's children and families is that parenting classes and information, access to resources are needed and policy issues currently facing the children's services system is more networking, transparency and collaboration with the other state agencies serving children.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

My experience and activities which I feel support Broward's children and families are facilitating and participating in tutoring programs, English conversation programs, mentoring programs, summer school meals and learning programs and youth entrepreneurial training and internships.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes, Weed and Seed, Summer Meals on Wheels and Saturday School. The issue low reading writing and math skills, reduce criminal behavior among youth, rebuild devastated communities and learn about business in America.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

My experience with organizational development and capacity building for non profit organizations has been starting Citizen Advisory Committees, Summer Tutorial at community universities and colleges, recruiting leaders, lawyers, doctors, professors, officers, elected officials, to be mentors and instructors of youth.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

My experience in planning is budgets that align with programs mission and objectives, contracts based on experience and results of job at hand.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

My experience with financial management, planning and grant funding is the RFP request for proposals process when applying and letting contracts, a user friendly accounting system and all expenditures must align to mission of organization.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

My experience overseeing and implementing a marketing and communications plan is press releases, face to face activities & events, brochures, flyers, public announcement addresses tv and radio, Facebook business page, Eventbrite and posts on other community platforms.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

My experience with policy development creating student, workers handbooks, procedures and manuals, organized legislative and executive visits to get input and writing by laws .

1. Name *

Fabio Cabrera

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Coral Springs

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8. Occupation *

English Teacher

9. Current Employer (If applicable) *

Broward County Public Schools

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

The Children's Services Council of Broward County plays a crucial role in supporting the well-being and development of children and families in the region by funding critical services and initiatives. My mission is to promote sustainability education, provide integrated family support, and prepare children for future careers through innovative programs, ensuring holistic development and empowering families for a better tomorrow.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

As a teacher, I've observed significant issues facing Broward's children and families that have gone unnoticed for too long. Many children struggle academically because they must contribute financially at home, leading to stress and feelings of isolation, and sometimes resulting in violent behavior. These challenges highlight the need for comprehensive support services. My goal is to ensure children can focus on their education and enjoy being kids, while the Children's Services Council provides essential support to families. By addressing these issues, we can create a nurturing environment that fosters both academic success and overall well-being for our children.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have supported Broward's children and families through my role as an educator, where I plan and implement effective instruction, manage classrooms to foster positive learning, and engage with stakeholders for continuous improvement. My experience also includes developing personalized instruction and creating supportive environments, benefiting children with special needs and diverse educational requirements.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

In my role as Assistant Director of the GPSA, I facilitated university-wide events that fostered community collaboration, working with various departments and student organizations to address student needs. I also collaborated with municipal and local stakeholders to enhance support structures for students, ensuring a holistic approach to student welfare and success through policy initiatives and community engagement.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

As Assistant Director of GPSA, I planned and funded university-wide events, allocated resources to student organizations, and collaborated with the Graduate College and Division of Student Affairs. My work involved enhancing organizational capacity through budget management, program development, and strategic planning, which strengthened the effectiveness and sustainability of student-led nonprofit organizations at FAU.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

In my roles at Coconut Creek High School and as Assistant Director of GPSA, I engaged in short and long-range planning to improve educational experiences and program effectiveness. While my resume doesn't explicitly mention Results Based Accountability (RBA) or evidence-informed contracting, my experience in budgeting, program evaluation, and strategic planning aligns with principles of outcome-focused decision-making and evidence-based practices.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

In my role as Assistant Director of GPSA, I oversaw budget allocations for university-wide events, ensuring adherence to grant funding stipulations. Concurrently, as a 9th Grade English Teacher, I maintained meticulous school records and prepared requisite reports, showcasing adeptness in financial management within an educational context. My involvement in grant-funded initiatives underscores my familiarity with grant funding requisites and procedures.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

In my role as Assistant Director of GPSA, I assisted in spearheaded marketing and communications efforts for university-wide events, ensuring effective promotion and engagement strategies. This involved assisting in the coordination of social media campaigns, designing promotional materials, and leveraging various communication channels to reach our target audience. My experience in overseeing marketing and communications plans has honed my skills in strategic planning and audience engagement strategies.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

In my previous roles, I authored legislation on statute reform, finance, and campus initiatives. Collaborating with peers, I negotiated and advocated for university-wide projects. Additionally, my coursework in public policy and sociology has equipped me with the analytical skills and understanding necessary for effective policy development and legislative advocacy.

1. Name *

Eric M. Chisem

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8. Occupation *

Director, Talent Acquisition

9. Current Employer (If applicable) *

School Broward of Broward County

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

In short, CSCBC is directly connected to the excellence that remains necessary to impact our young people. CSCBC is PRESENT in so many platforms and outlets. Social media, TV, Digital Environment, Education, Community and many other facets. As a life time resident of Broward County, I would like to see the organization continue its mission and vision to see our young people become amazing adults.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

As a life time resident of Broward County and a three decade employee of the Broward County School System, I am very sensitive to our communities and recognize there continues to be a need for presence and excellence. Including for not limited to mentorship, research, partnerships, education, goals, financial planning, support, mental health awareness, emotional intelligence just touching on a few. Having healthy communities raise healthy children. As it relates to specific policy issues, I see it as more of a continual. We must never stop advocating for children. I would like an opportunity to learn more about specific internal challenges and opportunity to improvement and visibility.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

Over the years, I have been committed to mentoring and serving as a role model. A member of the 5000 Male Role Models, Mentoring Tomorrow's Leaders, proud member of Mount Bethel Baptist Church supporting Drama Ministry for adults and young people and years ago a part of Take Stock in children. Participating in Rally to Tally. Most recently participated in the interview with Children Council as it relates to the presence of fathers. In 2022, I was inducted into the Hall of Fall Broward Education Foundation. I see all of this engagement directly related.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

As an employee of the Broward County Public School system, I have a direct connection to schools, school principals and programs. I serve on many committees as an employee. I have chaired the superintendents calendar committee for nearly 10 years and a member for nearly 20 years. My work allows me to have a voice that reaches many. I think about work on the calendar committee and the superintendents facility usage committee that impacts communities - I see the direct correlation to ensuring the work considers our county as a whole. Plus I have an opportunity to partner with so many internal and external stakeholders.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

The school system is nonprofit. Here to impact student outcomes. We are all through out the county. Daily, I work in excellence to ensure my leadership is carried out by ensuring fidelity of the process and adherence to all state, federal and local laws/ordinances.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

As a department head, I have the privilege of setting annual goals that directly align with the District's Strategic Plan. Looking at best practices (KPIs). Everything we do is aligned with impacting the achievement of young people (RBA). Working with a school system provides a direct correlation to our entire county and the outcomes for families.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

For over 20 years, I have been in a leadership (administrative) role that directly aligns with financial management, financial planning and grant funding requirements/processes. Working closely with stakeholders in providing historical data to aid in obtaining funding. Also serving as a Board Member for my home owners association for a number of years.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As a director for Broward County Public Schools, I've had the honor of leading large scale initiatives to attract and hire stakeholders which included marketing campaigns and communication plans.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

In my current role, I serve on committees responsible for policy development and policy changes. In addition, work directly with our internal legislative team to provide expertise as well as implement new policy changes.

1. Name *

KAREN COOPER-BAKER

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tamarac

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8. Occupation *

LPN Casemanager

9. Current Employer (If applicable) *

FLITE Center

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☒ Yes☐ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

To provide leadership, advocacy, and resources to enhance the lives of the children of Broward County and empower them to become responsible, contributing members of society, it's essential to adopt a comprehensive approach that addresses the diverse needs of children and families. Here's how this mission can be achieved:

Leadership: Demonstrate proactive leadership by collaborating with community stakeholders, government agencies, schools, and nonprofit organizations to identify priorities and develop strategic initiatives that promote the well-being of children. Provide vision, direction, and guidance to ensure that efforts are focused on addressing critical issues affecting children and families in Broward County.

Advocacy: Advocate for policies and programs that prioritize the needs of children and families in Broward County. This includes advocating for increased funding for education, healthcare, childcare, and other essential services, as well as promoting policies that address systemic inequities and barriers to opportunity. Serve as a voice for children and families in the community and advocate for their rights and interests at the local, state, and national levels.

Resources: Mobilize resources and partnerships to support programs and services that enhance the lives of children in Broward County. This may involve securing funding from government grants, philanthropic organizations, and private donors, as well as leveraging in-kind donations and volunteer support. Ensure that resources are allocated strategically to address the most pressing needs and maximize impact.

Empowerment: Empower children to reach their full potential by providing access to educational opportunities, mentorship programs, extracurricular activities, and leadership development initiatives. Foster a supportive and nurturing environment where children feel valued, respected, and empowered to pursue their goals and aspirations. Encourage children to take an active role in their communities and become advocates for positive change.

Collaboration: Foster collaboration among stakeholders from diverse sectors, including education, healthcare, social services, business, and government, to address complex challenges facing children and families in Broward County. Build partnerships that promote coordination, information-sharing, and collective action to achieve common goals and objectives.

Prevention and Intervention: Prioritize prevention and early intervention strategies to address the root causes of challenges facing children and families, such as poverty, homelessness, substance abuse, and domestic violence. Invest in programs that provide support and resources to at-risk families, promote healthy child development, and prevent child abuse and neglect.

By providing leadership, advocacy, and resources to enhance the lives of children in Broward County and empower them to become responsible, contributing members of society, we can create a brighter future for all children and families in the community.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

My demonstration of knowledge regarding the challenges facing Broward's children and families in implementing child protection policies highlights several critical issues that need to be addressed. Here's a breakdown of these challenges:

Lack of Community Care: One major challenge is the lack of robust community care systems to support at-risk children and families. Community-based services, such as family counseling, mental health support, and parenting education programs, are essential for preventing child abuse and neglect and promoting family well-being. Without adequate community care resources, families may struggle to access the support they need to address underlying issues and prevent crises.

Inadequate Facilities and Infrastructure: Insufficient facilities and infrastructure pose significant obstacles to effective child protection efforts. This includes limitations in the availability of safe housing options for children in crisis, overcrowded foster care facilities, and outdated technology systems for managing case records and information. Without adequate infrastructure, child welfare agencies may struggle to provide timely and effective services to vulnerable children and families.

Limited Access to Services: Accessibility barriers, such as geographic disparities or lack of transportation options, can prevent children and families from accessing critical services and support. This is particularly challenging for families living in rural or underserved areas, where resources may be scarce or located far from home. Improving access to services requires addressing systemic barriers and investing in innovative solutions to reach all children and families in need.

Poor Cooperation Between Government Agencies: Coordination and collaboration among government agencies involved in child protection are essential for ensuring a comprehensive and effective response to abuse and neglect. However, poor communication, turf battles, and siloed approaches can hinder collaboration and lead to gaps in services. Building strong interagency partnerships and promoting a culture of cooperation are crucial for overcoming these challenges.

Need for More Supportive Budget Resources: Adequate funding is essential for supporting child protection efforts and ensuring that services are available to all children and families in need. However, budget constraints and competing priorities may limit the resources available for child welfare programs. Advocating for increased funding and prioritizing investments in child protection can help address resource limitations and improve outcomes for children and families.

By recognizing and addressing these challenges, policymakers and stakeholders can work together to strengthen child protection policies and systems in Broward County, ultimately ensuring the safety and well-being of all children and families in the community.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have participated in The Federation for Children with Special Needs (FCSN) and Family Voices play crucial roles in supporting families of children with disabilities and advocating for their needs within their communities and the broader healthcare system. Here's how their mission and principles contribute to achieving family-centered care and empowerment:

Information and Support: FCSN and Family Voices provide families with valuable information, resources, and support networks to navigate the complexities of raising a child with disabilities. This includes guidance on accessing services, understanding rights and entitlements, and connecting with other families facing similar challenges.

Partnerships and Collaboration: They foster partnerships and collaboration among parents, professionals, policymakers, and community organizations to ensure that the needs of children with disabilities are understood and addressed effectively. By working together, stakeholders can advocate for inclusive policies and practices that promote the well-being of all children.

Quality and Access: FCSN and Family Voices advocate for high-quality, accessible healthcare services and educational opportunities for children with disabilities. They work to remove barriers to care and ensure that families have equitable access to the resources and support they need to thrive.

Affordability and Acceptability: They advocate for affordable and culturally sensitive healthcare services that meet the unique needs of children with disabilities and their families. By promoting services that are acceptable and respectful of cultural diversity, they strive to ensure that all families receive care that is tailored to their values and preferences.

Informed Families and Strong Communities: Through education and outreach efforts, FCSN and Family Voices empower families to become informed advocates for their children. By equipping families with knowledge and skills, they help build strong, resilient communities that support the needs of children with disabilities and their families.

Self-Advocacy and Empowerment: FCSN and Family Voices promote self-advocacy and empowerment among children with disabilities and their families. By encouraging families to voice their needs and preferences, they help empower individuals to actively participate in decisions that affect their lives and shape their own futures.

Overall, FCSN and Family Voices play vital roles in promoting family-centered care and advocating for the rights and well-being of children with disabilities. Through their efforts, they strive to create inclusive communities where all children have the opportunity to thrive and reach their full potential.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

By fostering community spirit through bonding activities is essential for creating a supportive and inclusive environment, especially in settings like schools. Here's why such activities are valuable and some examples of effective bonding activities:

Building Relationships: Bonding activities provide opportunities for students to interact with one another in a relaxed and informal setting. This can help break down barriers, build trust, and create a sense of belonging within the community.

Promoting Collaboration: Group projects and team-building exercises encourage collaboration and teamwork skills among students. Working together towards a common goal fosters cooperation, communication, and problem-solving abilities.

Developing Social Skills: Bonding activities help students develop essential social skills such as active listening, empathy, and conflict resolution. Through interactions with peers, students learn how to navigate social dynamics and build positive relationships.

Boosting Confidence: Participating in bonding activities can boost students' confidence and self-esteem. Successes achieved as part of a team contribute to a sense of accomplishment and pride, reinforcing students' belief in their abilities.

Creating Memories: Shared experiences during bonding activities create lasting memories and strengthen the bonds within the community. These memories serve as a foundation for continued camaraderie and support among students.

Examples of effective bonding activities include:

Icebreaker Games: Fun and engaging activities designed to help students get to know each other, such as "Two Truths and a Lie," "Human Bingo," or "Speed Friending."

Team-Building Challenges: Cooperative activities that require teamwork and problem-solving, such as building a tower with limited materials, completing a scavenger hunt, or solving puzzles together.

Community Service Projects: Collaborative projects that allow students to give back to their community, such as volunteering at a local shelter, organizing a charity fundraiser, or participating in environmental clean-up efforts.

Sports and Recreation: Physical activities like sports tournaments, outdoor adventures, or recreational games promote teamwork, physical fitness, and healthy competition while fostering camaraderie among students.

Creative Workshops: Artistic or creative workshops, such as painting, crafting, or music-making sessions, provide opportunities for self-expression, collaboration, and skill-sharing among students.

By incorporating bonding activities into the school environment, educators can create a sense of unity, belonging, and mutual support among students, ultimately enhancing the overall well-being and academic success of the community.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

My leadership experience in organizational development focuses on fostering competencies and skills within your team to enhance effectiveness and sustainability. Here's how I approach contributes to organizational growth and success:

Assessment and Analysis: Begin by conducting a comprehensive assessment of the organization's current competencies, strengths, and areas for improvement. This involves evaluating individual skills, team dynamics, and organizational culture to identify development opportunities.

Strategic Planning: Develop a strategic plan that outlines clear objectives and priorities for enhancing competencies and skills within the organization. Align these goals with the organization's mission, vision, and strategic priorities to ensure coherence and relevance.

Training and Development: Implement targeted training and development programs designed to build the competencies and skills needed to achieve organizational objectives. This may include technical skills training, leadership development, communication workshops, and other capacity-building initiatives.

Coaching and Mentoring: Provide ongoing coaching and mentoring support to individuals and teams to help them apply new skills and knowledge in their roles effectively. Foster a culture of continuous learning and professional growth where employees feel supported in their development journey.

Feedback and Performance Management: Establish regular feedback mechanisms and performance management processes to monitor progress, provide constructive feedback, and recognize achievements. Encourage open communication and transparency to facilitate learning and improvement.

Team Building and Collaboration: Promote collaboration and teamwork among employees to leverage diverse perspectives and strengths. Facilitate team-building activities, cross-functional projects, and collaborative problem-solving to enhance synergy and cohesion within the organization.

Change Management: Effectively manage change initiatives within the organization by addressing resistance, promoting buy-in, and fostering a culture of adaptability and resilience. Help employees navigate transitions by providing support, communication, and resources.

Measurement and Evaluation: Establish key performance indicators (KPIs) and metrics to track the impact of your organizational development efforts. Regularly evaluate the effectiveness of training programs, employee engagement levels, and organizational performance to inform future strategies.

Leadership Development: Invest in developing leadership competencies at all levels of the organization to drive positive change and foster a culture of innovation and continuous improvement. Develop leadership pipelines and succession plans to ensure long-term sustainability.

Adaptability and Flexibility: Remain adaptable and flexible in your approach to organizational development, recognizing that the needs and priorities of the organization may evolve. Continuously reassess and adjust your strategies to stay responsive to changing circumstances.

By leveraging your leadership to develop competencies and skills within the organization, you can enhance effectiveness, foster a culture of learning and growth, and ultimately drive sustainable success.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

My experience in short and long is the disciplined approach to addressing entrenched and complex social problems involves a combination of strategic thinking, evidence-based practices, collaboration, and adaptability. Here's a framework for tackling such issues:

Understanding the Problem: Start by thoroughly researching and analyzing the root causes, dynamics, and impacts of the social problem. This requires gathering data, consulting with experts and stakeholders, and considering historical and systemic factors that contribute to the issue.

Setting Clear Goals: Define specific, measurable, achievable, relevant, and time-bound (SMART) goals for addressing the problem. These goals should be informed by your understanding of the issue and should reflect the desired outcomes for the community or population affected.

Evidence-Based Interventions: Identify and implement evidence-based interventions or strategies that have been proven effective in addressing similar social problems. This may involve adapting successful models from other contexts, conducting pilot programs, or collaborating with researchers to evaluate the effectiveness of innovative approaches.

Collaborative Partnerships: Build partnerships and coalitions with a diverse range of stakeholders, including government agencies, nonprofit organizations, community groups, businesses, and affected individuals. Collaborative efforts can leverage collective expertise, resources, and networks to address the multifaceted nature of social problems.

Community Engagement: Involve community members as active participants in the problem-solving process. Seek their input, feedback, and leadership to ensure that interventions are culturally responsive, relevant, and sustainable. Empowering communities fosters ownership and buy-in, leading to more effective solutions.

Continuous Learning and Adaptation: Embrace a learning mindset and be willing to adapt your strategies based on ongoing feedback, evaluation, and new evidence. Monitor progress towards your goals, identify what's working and what's not, and make necessary adjustments to optimize impact.

Advocacy and Policy Change: Recognize the importance of advocacy and policy change in addressing systemic barriers and promoting long-term solutions to social problems. Advocate for changes in laws, regulations, and institutional practices that perpetuate inequality and injustice.

Resource Mobilization: Secure adequate funding and resources to support your initiatives, whether through grants, donations, government contracts, or other means. Develop diversified funding streams and cultivate relationships with funders who share your vision and values.

Persistence and Resilience: Addressing entrenched social problems is often a long-term endeavor that requires patience, perseverance, and resilience in the face of setbacks and challenges. Stay committed to your goals, celebrate incremental successes, and remain flexible in your approach.

By adopting a disciplined and holistic approach to addressing entrenched social problems, you can contribute to meaningful and sustainable change that improves the lives of individuals and communities.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

My experience in financial management showcases a proactive and community-oriented approach. Here's how your expertise in financial planning, supported by a grant from the Foundation for Financial Planning, can make a significant impact on your community:

Needs Assessment: Start by conducting a comprehensive assessment of your community's financial needs and challenges. Identify key areas where financial planning can make a difference, such as budgeting, debt management, savings, retirement planning, and investment education.

Education and Workshops: Organize workshops, seminars, and educational sessions to provide valuable financial literacy and planning skills to community members. These sessions can cover topics such as basic budgeting, understanding credit, planning for major life events (like buying a home or starting a family), and preparing for retirement.

One-on-One Counseling: Offer personalized financial counseling sessions to individuals or families who may need more focused assistance. These sessions can help create tailored financial plans, address specific concerns, and provide ongoing support and guidance.

Access to Resources: Utilize the grant funding to develop and distribute educational materials, toolkits, and online resources that empower community members to take control of their financial futures. This could include worksheets, calculators, informational guides, and referrals to relevant financial services or programs.

Partnerships and Collaborations: Forge partnerships with local organizations, schools, libraries, community centers, and government agencies to expand the reach of your financial education initiatives. Collaborating with other stakeholders can help leverage resources, share expertise, and reach a broader audience.

Evaluation and Feedback: Continuously evaluate the effectiveness of your programs and gather feedback from participants to identify areas for improvement. Tracking outcomes, such as improved financial behaviors, increased savings rates, or reduced debt levels, can help demonstrate the impact of your efforts to stakeholders and funders.

Sustainability Planning: Develop a sustainability plan to ensure that your financial education initiatives can continue beyond the initial grant period. This may involve seeking additional funding sources, building capacity within the community, or integrating financial education into existing community programs and services.

By leveraging your financial planning expertise and the support of the Foundation for Financial Planning, you can empower individuals and families in your community to achieve greater financial stability, resilience, and prosperity.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

My ability to effectively communicate has played a large role in my success as a social media manager. Regularly working with other team members and listening to the employees I oversee has allowed me to continuously motivate my team and improve overall performance.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

Direct lobbying in legislative advocacy is a powerful tool for influencing policy decisions. Your experience involves several critical steps:

Research and Preparation: Before reaching out to a legislator, it's essential to thoroughly research the issue at hand, understand its implications, and identify key legislators who have the authority to influence or make decisions on the issue.

Communication Strategy: Crafting a clear and persuasive message is crucial. You need to effectively communicate your views on the issue, including why it's important and how it aligns with the legislator's constituents' interests or broader policy objectives.

Engagement: Initiating contact with the legislator through various means such as meetings, phone calls, emails, or letters. Building a relationship with their staff can also be beneficial, as they often play a significant role in shaping a legislator's decisions.

Advocacy: Presenting your case persuasively during meetings or communications, using data, anecdotes, and compelling arguments to support your position. It's essential to be respectful, knowledgeable, and concise in your interactions.

Follow-up: After communicating your views, following up with the legislator or their staff to provide additional information, answer any questions, and reinforce your message. Building a sustained presence and demonstrating commitment to the issue can help keep it on the legislator's radar.

Coalition Building: Collaborating with like-minded individuals, organizations, or stakeholders can amplify your message and increase your influence. Forming coalitions allows for collective action and pooling of resources to achieve common legislative goals.

Monitoring and Adaptation: Continuously monitoring legislative developments, staying informed about any changes or new information related to the issue, and adapting your advocacy strategy as needed to effectively respond to evolving circumstances.

Overall, my direct lobbying requires a strategic approach, effective communication skills, persistence, and a deep understanding of the legislative process and the issues at hand. Through your experience, you've likely gained valuable insights into how to navigate the complexities of advocacy and influence policy outcomes.

1. Name *

Shavontana "Starr" Davis, Esq.

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Coral Springs

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33065

The value must be a number

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7. Email Address *

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8. Occupation *

Founding Executive Director

9. Current Employer (If applicable) *

The Starr Institute, Inc.

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I am deeply familiar with the impactful work of the Children's Services Council (CSC) of Broward County through my active involvement over the past few years. I have had the privilege of serving alongside the CSC on two of its strategic plan committees: the Broward Human Trafficking Coalition and the Girls Coordinating Council. This involvement has given me firsthand insight into the CSC's comprehensive approach to supporting children and their families and ensuring that every child has the opportunity to thrive in a safe and nurturing environment.

The Starr Institute, (TSI) shares a closely aligned mission with the CSC. We focus on educating, engaging, and empowering youth and the community about child sexual abuse and exploitation. Our goal is to enhance the lives of young people by providing the care, support, and skills they need to thrive. We believe that an informed and proactive community is crucial to preventing abuse and supporting victims, aligning perfectly with the CSC's commitment to holistic child welfare.

The CSC's recognition that children's success is intrinsically linked to the well-being of their caregivers resonates deeply with our organizational philosophy. We understand that to truly empower children, we must also provide comprehensive support to their families and communities. This belief is reflected in our programs, which aim to educate parents and guardians, promote community awareness, and foster environments where children feel safe and supported.

Moving forward, I envision the CSC continuing its vital role in serving the needs of Broward County with a steadfast commitment to being informed by the voices of those we serve. By maintaining an inclusive and responsive approach, the CSC can ensure that its programs and initiatives are effectively addressing the evolving needs of our community. I see opportunities for further collaboration and innovation in areas such as mental health support, educational enrichment, and community-based prevention strategies.

My vision for the CSC is one where it continues to lead with empathy, inclusivity, and a focus on sustainable impact. By leveraging data-driven insights and community feedback, we can enhance existing programs and develop new initiatives that address emerging challenges. I am committed to contributing to this vision by bringing my experience, passion, and collaborative spirit to the CSC, ensuring that we collectively work towards a brighter future for all children and families in Broward County.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Through my active and consistent community engagement, I am acutely aware of the issues and challenges facing Broward County's children and families, as well as the policy issues currently impacting the children's services system. One significant issue is low school enrollment, which has led to discussions about the necessity of consolidating or closing schools. This trend is concerning as it affects educational access and quality, impacting the future opportunities for our children.

Additionally, the rising cost of living and the inability of many residents to earn a livable wage is a pressing concern. Property taxes are skyrocketing, placing additional financial strain on families. These economic pressures can lead to increased stress and instability, which in turn affect children's well-being and development.

Another critical issue is the need to reduce risk factors associated with delinquency, teen pregnancy, and human trafficking. These problems are often interconnected, stemming from a lack of resources, support, and opportunities for young people. Addressing these issues requires comprehensive, multi-faceted approaches that include education, community support, and preventive measures.

Furthermore, the reduction of abuse and neglect remains a priority. Ensuring that children grow up in safe, nurturing environments is fundamental to their development and future success. This involves not only protective services but also proactive education and support for families to prevent abuse and neglect before they occur.

To address the foregoing issues, there is a need for targeted policies that employ a holistic approach. This includes policies that support economic stability for families, such as livable wages and affordable housing, as well as those that provide robust funding for educational and preventive programs. Additionally, policies that focus on collaboration among various community organizations and services are crucial for creating a supportive network for children and families.

My work with TSI has provided me with a deep understanding of these issues and the importance of addressing them through strategic, evidence-based approaches. By focusing on upstream thinking, collaboration, and data-driven strategies, we can develop and implement policies that effectively support Broward County's children and families, helping them to thrive in a challenging environment.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have extensive experience supporting Broward's children and families through various initiatives focused on child protection, education, and advocacy. As a former public defender in superior and juvenile court, I gained deep insights into the challenges faced by children within the juvenile justice system. This role allowed me to advocate for vulnerable youth, ensuring their rights were protected and their voices heard.

For the past seven years, I have served as the founding executive director of TSI, an organization dedicated to addressing two critical community concerns: child sexual abuse (CSA) and exploitation. The Child Molestation Research and Prevention Institute found that 95% of child maltreatment is preventable through education. Recognizing this, TSI is committed to educating, engaging, and empowering youth and the community about CSA and exploitation.

Our core program is a five-week workshop series designed for youth aged 12-17 and the adults who support them. These workshops cover crucial topics such as sex trafficking, internet safety, self-esteem, and goal setting, and are delivered in an interactive, culturally relevant, and age-appropriate manner. Additionally, we provide training for adults to better support young people in their care. We partner with schools, places of worship, and youth-serving organizations to maximize our reach and impact. Specifically in Broward County, we have partnered with the Broward Human Trafficking Coalition, Championship Academy of Distinction West Broward, the Boys & Girls Club of Broward County, the Urban League of Broward County, Women In Distress, Handy (the Ft. Lauderdale and Pompano locations), Broward Victim's Rights Coalition, Junior Achievement, Seagull Alternative High School, W. Broward High School, Ft. Lauderdale High School and Miramar Regional Park.

Since 2017, TSI's awareness and prevention programming has reached over 3,000 youth and adults, equipping them with the knowledge and skills to prevent CSA and exploitation. Our efforts are further supported by our annual 5K Run+Walk, which has engaged 800 participants across 33 states and 3 countries, raising critical funds for our initiatives.

In 2021, I was honored as one of ten L'Oréal Paris Women of Worth Honorees, recognizing my contributions to this cause. I also debuted my first book, "The Abuse Algorithm: Lessons in Protecting Children from Sexual Abuse" which shares the stories of CSA survivors and examines the long-term impact of adverse childhood experiences. The book underscores the importance of prevention, highlighting CSA as a preventable public health crisis.

Driven by a desire to positively shape the lives of others, my work is informed by my own experiences of overcoming a tumultuous upbringing riddled with sexual abuse, a drug-addicted parent, and domestic violence. This personal journey has fueled my commitment to helping children avoid and not just recover from abuse. TSI is the manifestation of this promise, and I believe that collaboration with organizations like CSC is the best way to serve our community.

By aligning TSI's mission with the CSC's goals, we can enhance the lives of Broward's children, especially those with special needs, involved in juvenile justice, participating in after-school programs, and needing early childhood education and mental health support. Together, we can create a safer, more supportive environment for all children and their families, ensuring they have the care, support, and skills needed to thrive.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

I have extensive experience working with community members to find innovative solutions that enable children to live and thrive, as well as participating in developing and funding community collaborations to address these goals. One of the key partnerships I have fostered is with the Georgia Center for Child Advocacy through their Envision Project, where I serve as the Youth Development Specialist.

During the pandemic, we faced the challenge of continuing our essential services amidst widespread disruptions. To address this, we implemented a hybrid approach that combined virtual and in-person sessions, ensuring that we could still serve youth effectively. This successful model remains in place today, allowing us to reach a broader audience and provide flexible support tailored to the needs of the youth and their families.

Recognizing the unique challenges faced by trafficked youth transitioning back into their homes, we created a caregiver support group. This group aims to ease the transition for both caregivers and children, providing a supportive environment where they can share experiences, receive guidance, and build resilience. This initiative has been crucial in helping families heal and reintegrate after the trauma of trafficking.

In collaboration with the Georgia Center for Child Advocacy, we also established an annual caregiver event to celebrate and emphasize the importance of self-care. This event has grown significantly since its inception, with our recent third annual event receiving overwhelmingly positive feedback from caregivers. The event highlights the vital role of self-care in maintaining the well-being of those who support at-risk youth and has become a cornerstone of our community engagement efforts.

My involvement in these initiatives spans all levels of planning, implementation, and execution. I develop curricula tailored to the needs of both youth and caregivers, facilitate the monthly caregiver support group, and serve as the empowerment speaker at our annual caregiver event. These roles allow me to directly impact participants and ensure that our programs are effective and empathetic.

Both TSI and the Georgia Center for Child Advocacy contribute to raising funds for the caregiver event, demonstrating our shared commitment to supporting the community. Our collaborative efforts have enhanced the services we provide and strengthened our capacity to address complex issues affecting children and families.

This experience underscores my ability to work collaboratively with various stakeholders—including policymakers, organizations, municipal entities, neighborhoods, youth, and families—to develop and implement innovative solutions that foster a supportive and thriving environment for children. I am dedicated to continuing this collaborative approach to drive meaningful change in our community.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I bring over 13 years of experience in the criminal legal system as a criminal defense attorney, which has provided me with a profound understanding of the systemic issues affecting vulnerable populations, especially children. This background has been instrumental in shaping my approach to organizational development and capacity building within the nonprofit sector.

As the founding executive director of TSI, I have demonstrated visionary leadership and a deep dedication to our mission of educating, engaging, and empowering youth and the community about child sexual abuse and exploitation. My extensive skills in communication, client service, relationship management, board relations, finance, marketing, leadership, and strategic planning have been pivotal in driving the growth and success of TSI.

Under my leadership, TSI has achieved significant milestones, including the successful implementation of a comprehensive five-week workshop series that has reached over 3,000 youth and adults since 2017. Additionally, our annual 5K Run+Walk has engaged 800 participants across 33 states and 3 countries, raising vital funds to support our programs. These achievements reflect my ability to lead and motivate participants, staff, volunteers, and donors effectively.

My lived experience, coupled with my skills as an attorney and my role as a mother, have all contributed to the growth and impact of TSI. These perspectives have enriched my understanding of the needs of the children and families we serve, allowing me to create and implement programs that are both effective and empathetic.

To ensure continuous growth and improvement, I prioritize personal development through regular training and mentorship. I believe that learning is a lifelong process, and I actively seek opportunities to enhance my skills and knowledge. Additionally, I have cultivated strong partnerships with well-established organizations, enabling TSI to expand its reach and impact through collaborative efforts.

My proven record of organizational growth is a testament to my ability to identify opportunities, develop strategic plans, and execute them successfully. I am committed to fostering a culture of excellence within TSI, where innovation and collaboration are encouraged, and every team member is empowered to contribute to our mission.

I am confident that my experience, skills, and dedication make me a strong candidate. I am eager to bring my expertise in organizational development and capacity building to the CSC, working collaboratively to enhance the lives of children and families in our community.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

In my role as the executive director of TSI, I have been deeply involved in both short and long-range planning for our organization. Together with our Board of Directors, we developed a comprehensive strategic plan for TSI that outlines our goals, objectives, and actionable steps for achieving our mission. This strategic planning process involved assessing our current capabilities, identifying areas for growth, setting measurable targets, and aligning our resources to meet these goals.

While I have not specifically used results-based accountability (RBA) and evidence-informed contracting, I understand these frameworks emphasize the importance of outcomes and data-driven decision-making, which aligns closely with our approach at TSI. Our philosophy of upstream thinking parallels these methodologies by focusing on proactive, preventative measures to address issues affecting the people we serve. This means identifying root causes and implementing strategies that prevent problems before they occur, rather than merely responding to them after they have manifested.

We employ a collaborative approach in our work, recognizing that no single organization can meet all the needs of our community. By partnering with other organizations, schools, places of worship, and youth-serving agencies, we can pool resources and expertise to create more comprehensive solutions. This collaborative effort is crucial in our strategic planning, ensuring that we can address various facets of the challenges faced by children and families.

Data collection is a key component of our strategy to measure impact and inform our planning processes. We systematically gather data on our programs' effectiveness, participant outcomes, and community feedback. This data-driven approach allows us to adjust our strategies based on what is working and what needs improvement. Moreover, we prioritize the voices of those we serve in our planning and evaluation processes, ensuring that our programs are responsive to their needs and perspectives.

In summary, my experience in strategic planning at TSI has equipped me with a strong foundation in setting and achieving both short and long-term goals. My understanding of RBA and evidence-informed contracting and my commitment to data-driven, collaborative, and preventative strategies position me well to contribute effectively to the CSC. I am eager to apply these principles to enhance the well-being of children and families in our community.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

As the executive director of TSI, I have gained extensive experience in financial management, financial planning, and funding requirements and processes. My responsibilities include managing the organization's day-to-day finances and ensuring that all financial activities align with our strategic goals and mission.

In terms of financial management, I oversee budgeting, accounting, and financial reporting. I ensure that TSI's finances are managed with integrity and transparency, adhering to best practices and regulatory requirements. This includes preparing detailed financial statements, tracking expenditures, and managing cash flow to ensure financial stability and sustainability.

My experience with financial planning involves developing and implementing strategic financial plans that support TSI's growth and programmatic goals. I work closely with our Board of Directors and bookkeeper to set financial objectives, forecast future financial needs, and develop strategies to achieve these goals. This strategic planning ensures that TSI remains financially robust and capable of expanding its impact.

Additionally, I have immersed myself in the grant writing process. I have researched and attended multiple grant writing courses to enhance my skills and knowledge in this area. My efforts have been successful, as I have written and secured all the grants that TSI has been awarded. These grants have been crucial in funding our programs and expanding our reach. I am adept at identifying appropriate funding opportunities, understanding funder requirements, and crafting compelling proposals that align with TSI's mission and objectives.

Furthermore, I have established rigorous processes for managing funding requirements. This includes ensuring compliance with all grant conditions, timely reporting to funders, and maintaining meticulous records of all funding activities. By adhering to these processes, I ensure that TSI remains in good standing with its funders and continues to secure necessary financial support.

My experience with financial management, financial planning, and funding processes is hands-on. I have successfully managed TSI's finances, developed strategic financial plans, and secured critical funding through diligent grant writing and management. My dedication to financial stewardship has been instrumental in driving TSI's mission forward and ensuring its ongoing success and sustainability.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As the executive director of TSI, I have significant experience overseeing and implementing a comprehensive marketing and communications plan. I manage all TSI's social media platforms, including Facebook, Instagram, LinkedIn, and TikTok. In this role, I am responsible for creating, curating, and posting content that aligns with our mission to educate, engage, and empower our supporters.

I have developed a robust social media presence for TSI, leveraging these platforms to maximize our reach and impact. Our social media strategy includes a variety of content types designed to inform and inspire our audience. For instance, we have a weekly "Motivational Monday" post that provides uplifting messages to start the week positively, and a "TSI Tip of the Week" that offers practical advice related to our mission areas, such as internet safety, self-esteem building, and awareness about child sexual abuse and exploitation.

The engagement on our social media platforms is strong, reflecting the effectiveness of our content and its resonance with our audience. We regularly interact with our followers, responding to comments and messages to foster a sense of community and support. This active engagement has led to increased visibility and numerous opportunities for TSI, including several interviews and media features that were initiated through our social media presence.

In addition to social media, I also create and send newsletters to our supporters. These newsletters are an essential part of our communication strategy, providing updates on our programs, sharing success stories, and informing our supporters about upcoming events and opportunities to get involved. The content is carefully crafted to keep our supporters informed and engaged with our mission.

Our newsletters and social media efforts have proven to be highly effective in building and maintaining a strong community of supporters. The consistent engagement we receive is a testament to the quality and relevance of our content. Through these efforts, we have been able to amplify our message, attract new supporters, and maintain a strong connection with our existing community.

Overall, my experience in overseeing and implementing TSI's marketing and communications plan has equipped me with the skills to manage and grow a nonprofit's visibility and supporter engagement effectively. I am confident that my expertise in this area will be an asset to the CSC, helping to further its mission and impact.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

In my role as the executive director of TSI, I have gained valuable experience in policy development and legislative advocacy. Working closely with our Board of Directors, I have developed comprehensive policies and procedures for TSI. This process involved identifying the organization's needs, researching best practices, drafting policy documents, and ensuring that all policies align with our mission and regulatory requirements. These policies have provided a solid foundation for TSI's operations, ensuring consistency, compliance, and effective governance.

In addition to my work at TSI, I have been actively involved in legislative advocacy in a volunteer capacity with various organizations that focus on legislative initiatives. This experience has included calling senators and other legislators to advocate for the recognition and support of specific bills that align with our mission. My efforts have involved researching proposed bills thoroughly, understanding their implications, and communicating their pros and cons to the community.

I take an active role in monitoring legislative developments, following up on the progress of proposed bills, and providing timely updates to our community. By keeping our supporters informed about legislative issues, I empower them to engage in advocacy efforts and make informed decisions about the policies that impact our work and the lives of the children and families we serve.

This dual experience in both organizational policy development and legislative advocacy has equipped me with a deep understanding of how policies are crafted, implemented, and advocated for at different levels. My ability to translate complex legislative information into accessible language for our community has been instrumental in mobilizing support and fostering a more informed and engaged constituency.

I believe that these skills and experiences will be valuable to the CSC, enabling me to contribute effectively to policy development and advocacy efforts that enhance the well-being of children and families in our community.

1. Name *

Cassandra Evans

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4. State *

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5. Zip Code *

33309

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Assistant Director

9. Current Employer (If applicable) *

Broward County, Community Partnerships Division

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I have directly collaborated with CSC Broward since 2009, addressing the needs of delinquent and dually served youth, integrated data, and community based safety prevention and intervention strategies. I have also served as a rater on several CSC Broward procurements and a Strategic Plan Chairperson for the Broward Human Trafficking efforts.

In years to come, I envision CSC Broward will:

- 1) continuing to pursue innovative opportunities that meet the current needs of the community, to include the nuanced complexities faced by the families with children;
- 2) build stronger collaborations between the funders of children services, to minimize gaps in services; and
- 3) increase marketing, promotion, and outreach in communities with the greatest need, in alignment with the strategic plan.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

I remain knowledgeable of the issues and problems facing Broward's children, as a member of the managing entities system of care committee (HB945), Children and Families Leadership Alliance (CFLA), Funders Forum, Respite Care Workgroup (led by the Juvenile Delinquency Chairperson) and the Juvenile Sequential Intercept Mapping Workgroup, United Way Board of Governor Commission on Behavioral Health & Drug Prevention, and staff support to the Broward County Children's Services Board. Policy issues are addressed in those forums, as well as updates provided by Broward County's Legislative Affairs Office.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

Special Needs attended the Special Needs Advisory Coalition of Broward County Making Connections resource fair, program visits, updates from the school board on ESE matters, funder of special needs advocacy, respite, and medical services.

Juvenile Justice 28 years of experience with the Florida Department of Juvenile Justice; established collaboration with the delinquency and dependency court, Office of the States Attorney and Public Defender, and Court Administration; chaired the Circuit 17 JAC Advisory Board.

Mental Health hold a master's degree in Mental Health Counseling, practicum and post graduate clinical hours completed with youth with substance abuse disorders, early childhood traumas, and focused behavioral health services offered by Broward PACE Center For Girls REACH program. Member of the Broward Baker Act Transportation Workgroup.

Dependency completed the Georgetown Crossover Youth Practice Model implemented in Broward County in the early 2010, served as a site trainer, current member of CFLA; sustained and operationalized the core principles within the circuit's probation system, served on the Interagency Staffing committee.

I have worked in partnership with agencies that fund and/or support afterschool program through the Department of Juvenile Justice's prevention and civil citation programs. Additionally, prioritizing early childhood education is woven into the system of care approach used by Broward County. Also, Broward County provides funds to the Early Learning Coalition to increase community access.

I also served on the Career Source One Stop Services Committee and Youth Committee, where the needs of children, adults, and the community were assessed from an employment lens.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Community worked in tandem with the City of Ft. Lauderdale Police Chief (Frank Adderley), the City Mayor (Jack Seiler), City Manager (Lee Feldman), Delinquency Chairperson (Judge M. Orlando), Urban League of Broward County (Dr. Germaine Smith Baugh), CSC Broward, the Offices of the State Attorney and Public Defender, and the Home Owners' Associations to address the rise of property crimes attributed to delinquents within the 33311 and 33312. Based on the input and collaboration, a innovative diversion program was created to hold the juveniles accountable while increasing public safety.

Served on the Circuit 17 Advisory Board (CAB) ad hoc committee to establish the formal Countywide Civil Citation Plan. The committee members include the elected State Attorney (Harold Pryor), Public Defender (Gordon Weeks), and Clerk of Court (Brenda Forman), Broward County's Office of Justice Services, Dept. of Juvenile Justice Probation, and the CAB Chairman (Ret. Judge Holmes).

Participated in the initial CSC Broward Community Participatory Action Research Project to address and reduce the failure to appear rate.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Over the span of twenty years, I have provided guidance and technical assistance to NPOs by orienting them to statutory mandates, introduction to key system of care stakeholders, establishing an appropriated population of focus and referral streams, recommending trainings and fundraising opportunities. I also served on a local NPO board from 2017-2022.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

I have over 20 years of experience with planning multi faced and/or linear projects, with varied timelines and benchmarks, using the four main components of the Gantt chart. To increase success rate of a multi system involved project, I also overlay the strategic planning pyramid process (tactics, strategies, goals, mission, and vision). Having a background in data integrity, I understand the purpose and practice of results based accountability along with the elements of evidence informed contracting. To increase my knowledge and related skills, I would complete additional training on both topics within 6 months of appointment to the board.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

Professional- Funders Forum Member (2012-present); Assistant Director for a division with a budget of \$81,757,211 annual budget that utilizes formal procurement processes.

Volunteer- NPO board member 2017-2022

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

In my professional role, such plans are facilitated by the Office of Public Communication. However, as an administrator, I assisted with identify the appropriate media platform, key stakeholders and/or community champions, recommending culturally appropriate verbiage/images for the desired audience.

Examples of this body of work includes Broward Choose Peace Stop Violence initiative, the Broward Human Trafficking Coalition, Juvenile Civil Citation program, and the Juvenile System Improvement Project.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

Policy Development- authored, co-authored, and/or updated policies or best practices that were implemented countywide and/or statewide. Most recently, I reviewed and provided detailed feedback and recommended edits (that were accepted) to be included in Florida Administrative Rule Chapters 63-D and 63-T, circa 2021-2022.

Legislative Advocacy- supported the necessary information gathering and analysis needed for formal legislative recommendations for topics such as the Juvenile Detention Screening Risk Instrument and the Human Trafficking matters. Attended the Broward Delegation meetings. Direct communication with local, state, and federal legislative members and/or aides regarding the on-going needs of the children, families, and communities of Broward County.

1. Name *

Alyssa Foganholi

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5. Zip Code *

33065

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Assistant Director/Principal

9. Current Employer (If applicable) *

Chesterbrook Academy

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

As of my last update in January 2022, I'm familiar with the Children's Services Council (CSC) of Broward County as a governmental organization dedicated to enhancing the lives of children and families in Broward County, Florida.

As an assistant director and former teacher, one notable initiative of the CSC of Broward County is "Broward Reads," which aims to improve literacy levels among children in the county. This initiative likely includes various programs and efforts geared towards promoting early childhood literacy, providing resources for struggling readers, and engaging the community in supporting literacy development.

Moving forward, the vision for the organization might involve expanding the reach and impact of initiatives like "Broward Reads." This could entail increasing collaboration with schools, libraries, community organizations, and businesses to create a comprehensive approach to improving literacy rates. Additionally, there might be a focus on leveraging technology and innovative teaching methods to make literacy education more engaging and accessible.

Furthermore, the CSC of Broward County might aim to address other critical issues affecting children and families in the community, such as access to healthcare, mental health services, and early childhood education. By continuing to prioritize collaboration, innovation, and community engagement, the organization can work towards its mission of ensuring that all children in Broward County have the opportunity to thrive.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Broward faces many issues.

Failing Literacy Rates: Literacy rates among children in Broward County are a concern. Low literacy levels can have long-term implications for academic success, employment opportunities, and overall well-being. Different Initiatives like "Broward Reads" likely aimed to address this issue by providing resources and support to improve literacy skills among children from an early age.

Cost of Living: The high cost of living in Broward County pose challenges for many families, particularly those with lower incomes. Affordable housing, healthcare, childcare, and other essential expenses could strain household budgets, making it difficult for families to meet their basic needs. This financial stress can contribute to a range of other issues, including food insecurity, homelessness, and inadequate access to healthcare.

Access to Healthcare and Mental Health Services: Access to healthcare services, including mental health support, is another area of concern. Many families in Broward County face barriers to accessing affordable healthcare, which could impact their overall health and well-being. Additionally, there are challenges in accessing quality mental health services, particularly for children and adolescents who may require specialized care.

Education Equity: Ensuring equity in education is a persistent policy issue facing the children's services system. Disparities in educational outcomes based on factors such as race, ethnicity, socioeconomic status, and disability status are observed. Addressing these disparities require a multifaceted approach, including efforts to provide resources and support to schools and communities with the greatest needs, as well as strategies to promote inclusive and culturally responsive teaching practices.

Moving forward, I believe that Policy efforts should have focus on strategies to improve access to affordable housing, healthcare, and education, as well as initiatives to support early childhood development, family stability, and community well-being. Collaboration among government agencies, nonprofit organizations, businesses, and community members is key to making meaningful progress on these issues.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

In my role as assistant principal at a preschool catering to children aged 0-5 and offering after-school programs for kids up to 5th grade, I've been deeply involved in supporting Broward's children and families across a spectrum of needs.

Early Childhood Education: Day in and day out, I oversee educational programs that focus on nurturing the cognitive, social, and emotional development of our youngest learners. Creating an environment that fosters curiosity and exploration is at the core of what we do.

After-School Programs: Our after-school offerings extend beyond the typical school day, providing a safe and enriching environment for children after school hours. We blend academic support with fun activities to ensure kids have a well-rounded experience.

Children with Special Needs: Collaboration with special education professionals is a cornerstone of my work. Together, we ensure that children with special needs receive the tailored support they require to thrive in both our preschool and after-school programs.

Mental Health: Promoting mental health and emotional well-being is a priority. We integrate social-emotional learning into our curriculum and provide resources and support for children facing emotional challenges. Connecting families with mental health services when needed is also part of my responsibilities.

Overall, my experience as assistant principal involves a holistic approach to supporting Broward's children and families, encompassing early childhood education, after-school programs, special needs support, mental health promotion, and fostering resilience for a brighter future.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes, I've had experience collaborating with community members to develop innovative solutions that enable children to thrive, particularly through partnerships and initiatives aimed at addressing various needs within the community.

For example, I worked closely with my church to address the challenge of limited after-school programs and mentorship opportunities for children in our neighborhood. Recognizing the importance of providing structured activities and positive role models for youth, we collaborated to create a multifaceted program.

Here's how the collaboration unfolded:

Identifying the Issue: Together with members of the church community and local families, we identified the need for additional after-school programs and mentorship opportunities. Many children in the neighborhood lacked access to structured activities and positive adult role models outside of school hours.

Community Outreach and Fundraising: The church took the lead in organizing community outreach efforts to raise awareness of the initiative and garner support. Through fundraising events, donation drives, and outreach efforts to local businesses and organizations, we secured the necessary funds to launch the program.

Program Development: Collaboratively, we developed a comprehensive after-school program that offered a range of activities, including academic support, arts and crafts, sports, and mentorship sessions. We also recruited volunteers from the church congregation and the broader community to serve as mentors and program facilitators.

Engagement with Families and Youth: We actively engaged with families and youth in the neighborhood to ensure that the program met their needs and preferences. This involved conducting surveys, hosting community meetings, and soliciting feedback throughout the planning and implementation process.

Policy and Organizational Support: While the initiative was grassroots-driven, we also sought support from local government officials and organizations to ensure its sustainability and effectiveness. This included advocating for policy changes to allocate resources for youth programming and forming partnerships with other community organizations to expand the reach of the program.

Monitoring and Evaluation: We implemented mechanisms to monitor the program's progress and evaluate its impact on participating children and families. This involved collecting data on attendance, academic performance, and social-emotional development, as well as soliciting feedback from participants and stakeholders.

Through this collaborative effort, we were able to establish a successful after-school program and mentorship initiative that provided much-needed support and opportunities for children in our community to thrive. By leveraging the strengths and resources of both the church and the broader community, we created a sustainable solution to address a pressing need, ultimately enriching the lives of local children and families.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Through my experiences, I gained a comprehensive understanding of organizational development principles and strategies applicable to nonprofit organizations, including the importance of strategic planning, leadership development, financial management, volunteer engagement, program evaluation, and collaboration. My involvement with the church provided valuable insights into the unique challenges and opportunities faced by nonprofit organizations and the importance of building organizational capacity to achieve their missions effectively.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

My experience in short and long-range planning involves strategic goal-setting aligned with organizational priorities, utilizing frameworks like Results Based Accountability (RBA) and evidence-informed contracting. In short-range planning, I focus on immediate objectives, collaborating with stakeholders to address current challenges and opportunities. Long-range planning involves envisioning the organization's future direction through strategic foresight exercises and scenario planning. Throughout both processes, I emphasize outcome-focused approaches, setting clear performance metrics, and utilizing data to track progress and inform decision-making. Additionally, I prioritize evidence-informed contracting to ensure that contracted services deliver desired results and value for money.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

In my role as assistant principal, I've honed my skills in financial management and planning, overseeing budget allocations and expenditures for the preschool and after-school programs. I've collaborated with school administrators to ensure fiscal responsibility and align resources with educational priorities. While my direct experience with grant funding may be limited, I possess a solid understanding of grant requirements and processes, having contributed to grant proposal development and compliance efforts. My focus on strategic financial planning has helped ensure the financial sustainability of the programs I support, contributing to their continued success in meeting the needs of students and families.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

In my role as assistant principal, I've led the development and implementation of comprehensive marketing and communications plans to promote the school and engage with the community and parents effectively. This involved strategizing digital marketing efforts, managing social media channels, and optimizing the school website to disseminate information and showcase student achievements. Additionally, I oversaw the creation of print materials, organized community events, and facilitated parent communication through newsletters and workshops. By soliciting feedback and evaluating engagement metrics, I ensured that our marketing and communications efforts were targeted, impactful, and aligned with the school's mission and values, ultimately enhancing our visibility and fostering positive relationships with stakeholders.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

As someone familiar with the process of the Broward School Board and a regular viewer of their meetings, I have gained insight into policy development and legislative advocacy within the context of education. By observing board discussions, reviewing proposed policies, and witnessing public input sessions, I've developed an understanding of how decisions are made and how stakeholders engage in the policymaking process. Additionally, by staying informed about legislative initiatives impacting education, I am equipped to advocate for policies that benefit students, educators, and schools, both within the Broward County school system and at the broader legislative level.

1. Name *

Anthony Gambone

2. Street Address *

[REDACTED]

3. City *

Pembroke Pines

4. State *

FL

5. Zip Code *

33026

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Retired

9. Current Employer (If applicable) *

N/A

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

to provide leadership, advocacy, and resources necessary to enhance the lives of the children of Broward County

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

The State of the Kids in our Community

* Education

* Health & Wellness

* Food insecurity

* Recreation

* Demographics

* Poverty

* Nonprofit(s) support

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

Board of Directors of the Hollywood Police Athletic League. Fundraising and advocating for after school education services.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Board Director for the Hollywood Police Athletic League for 5 Years collaboration with neighborhood youth, fundraising and setting policy.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

President-elect 2024-2025 Rotary Club of Hollywood.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

None

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

Volunteer fundraiser for multiple service organizations.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

Extensive experience

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

Policy Development - Yes.
Legislative Advocacy - None

1. Name *

Micklix Gracelien

2. Street Address *

[REDACTED]

3. City *

Margate

4. State *

FL

5. Zip Code *

33063

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Assistant manager

9. Current Employer (If applicable) *

Wholefoods

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

My goal is provide safety environment for the new generation.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Single family who struggle keep up with his/her child

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

Leadership and coaching skill

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

I have the experience work at the local church in youth ministry.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I just started a non profit organization to train young child become a leader.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

I don't have short and long range planning but I am willing to learn moving forward.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

None

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

None

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

None

1. Name *

Jacqueline Guzman

2. Street Address *

[REDACTED]

3. City *

Sunrise

4. State *

FL

5. Zip Code *

33351

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

City Commissioner

9. Current Employer (If applicable) *

City of Sunrise

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I am deeply familiar with the organization's mission and values, having dedicated my career to championing the well-being of children and families as a passionate youth advocate. Throughout my journey, I have had the privilege of serving in various roles, including as a guardian ad litem for foster children, working with high school students through a youth program, initiating a teen center and advocating for resources to support children's development in Sunrise and throughout Broward County. As a board member with the National League of Cities for the Youth, Education and Families Council, including the Broward County Community Action Agency; I am eager to continue leveraging my expertise and voice to make a positive impact by serving on the board and furthering the organization's vital work.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Having served the youth in our community through various roles and grown up in the county as a single mother, I intimately understand the struggles our community faces. I've witnessed firsthand the impacts of poverty, unemployment, and lack of affordable housing on families. I've seen how limited access to healthcare, childcare, and quality education can hinder opportunities and perpetuate cycles of disadvantage. My experiences have instilled in me a profound empathy for the challenges our community confronts, including:

- Struggling to make ends meet on a low income
- Grappling with unemployment and the quest for stable employment
- Scrambling to find affordable housing that meets basic needs
- Navigating the complexities of healthcare without adequate insurance
- Juggling childcare responsibilities while pursuing education and career goals
- Fighting for equal access to quality education and opportunities

This empathy and understanding drive my commitment to addressing these challenges and advocating for positive change in our community.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

As an elected official, I've had the privilege of working directly with families in our community, understanding their struggles and triumphs. My background in healthcare, including substance and alcohol counseling, has given me a unique perspective on the complexities of family needs. Through my work overseeing a comprehensive youth program, I've seen firsthand the impact of education and support on middle and high school students, both during school hours and through after-school and summer programs. Additionally, I've had the honor of advocating for children in foster care, ensuring their voices are heard. As a mother of three public school students myself, I've navigated the challenges of accessing resources and support. But I believe there is hope for a brighter future, and I'm committed to working tirelessly to address the needs of our families and create a better tomorrow for all.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

As a dedicated advocate for children and families, I have had the privilege of serving as a board member for several organizations. Through my involvement with the Community Action Agency, I have helped shape policies and programs that support vulnerable youth and families. With my role as a Commissioner, I have contributed to initiatives that promote education and healthcare access for underserved communities. Additionally, my work with the National League of Cities Youth, Education and Families Council, has enabled me to amplify the voices of marginalized families and push for systemic change. Through these organizations, I have been able to make a positive impact on the lives of countless children and families, and I remain committed to continuing this important work.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I've had the privilege of working with numerous non-profit organizations, and I'm humbled to have not only volunteered my time and skills but also been appointed to serve on their boards. This recognition is a testament to my unwavering passion and dedication to driving positive change in our community. Through these leadership roles, I'm committed to harnessing my expertise and enthusiasm to help shape strategic initiatives, foster collaborative environments, and advocate for meaningful impact. I'm grateful for the opportunity to contribute to the important work of these organizations and help create a brighter future for all.

HandsOn Broward
American Heart Association
Relay For Life - Cancer Society
Ronald McDonald's House
Habitat for Humanity
Family Central
MJ Scarlett Foundation
Voices for Children
TaskForce for Ending Homelessness (Nominated for Electes Official of the Year)

And more....

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

Results-Based Accountability (RBA) is a framework for improving outcomes by focusing on results, such as:

1. Clearly defining desired outcomes
2. Setting measurable targets
3. Tracking progress
4. Analyzing data to identify what works and what doesn't
5. Making adjustments to improve results

RBA is about being accountable for achieving specific outcomes, rather than just doing tasks or activities. It's a results-oriented approach to improve performance and make a meaningful impact.

As the Program Coordinator for a nonprofit that managed 1.4 million in programs, I've sat in bi weekly meeting with directors and stakeholders to ensure our deliverables were being met.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

My extensive experience in advocating for children and families, serving on non-profit boards, and working in healthcare and education, demonstrates my unwavering commitment to driving positive change. My passion for creating a better future is evident in my accomplishments, and I am confident that my skills and expertise will continue to yield meaningful results. With a proven track record of effective leadership, collaboration, and strategic thinking, I am well-equipped to tackle complex challenges and improve outcomes. My experience speaks for itself, and I am dedicated to leveraging my expertise to make a lasting impact in the lives of others.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As a public official, I recognize the paramount importance of effective communication and public relations in building trust and fostering strong relationships with constituents. Throughout my career, I have leveraged my creative expertise to develop innovative marketing strategies, both online and offline. From managing social media campaigns to leading face-to-face outreach efforts, I have consistently demonstrated my ability to craft compelling messages that resonate with diverse audiences. Additionally, my experience as a self-employed social media and marketing management agency owner has further honed my skills in branding, digital engagement, and crisis communication. I am confident that my unique blend of creativity, communication savvy, and public sector expertise enables me to effectively serve and represent the interests of our community. (JG Professional Services, LLC)

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

Throughout my career, I have accumulated a unique blend of experiences that have equipped me with a deep understanding of the policymaking process and the art of effective legislative advocacy. As a community advocate, I have worked tirelessly to amplify the voices of marginalized groups and push for systemic change. Through volunteering in several youth organizations and a PTO President, I have gained a grassroots perspective on the impact of policy decisions on local communities. And, as a public official, I have had the privilege of shaping policy and working with lawmakers to drive meaningful reform. These experiences have taught me how to craft policies that are responsive to community needs, build coalitions to drive legislative change, and effectively communicate with stakeholders to build support for key initiatives. I am confident that my experience and expertise will enable me to make a positive impact in policy development and legislative advocacy, driving progress for the communities I serve.

1. Name *

Izadora K. Isidore, MPA, LSSYB

2. Street Address *

[REDACTED]

3. City *

Coconut Creek

4. State *

FL

5. Zip Code *

33073

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Administration

9. Current Employer (If applicable) *

Broward County Board of County Commissioners - Fort Lauderdale-Hollywood Airport

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

To my understanding the CSC of Broward collaborates with organizations within the community to make the lives of children within the community better. My vision for the organization moving forward is to focus heavily on community. Without community a lot of the funded programs only touch treat the symptoms of the issues and never get to the root cause.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

As a foster parent and now an adoptive parent of three young boys (as well as a biological parent) one of the biggest issues and problems I see facing Broward's children and families is a lack of community. In community everyone has importance and everyone matters, every life is important. I feel as if we currently live in a society that lacks community. In society we accept the ills of drugs, the ills of abuse, the ills of broken homes as we have no relation to the person who it affects until it affects us personally. In society we accept that we work the the good of the corporations but not the good of our own communities. We live in a society where currently almost every member has to work outside the home, including the young and elderly. We rely on governments or programs to fix things that are broken because we haven't addressed the root causes of the issues.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I've been a licensed foster parent since 2019 and recently started a nonprofit to help sibling stay together and foster kinship.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Most recently I worked with ChildNet and ELC to have them recognize that children who are in permanent guardianship are entitled to daycare funding as per State statute. Also because of my efforts advocating for the needs of (pre)adoptive children I was able to get ChildNet Broward to offer 10 spots of daycare funding for adoptive children to make sure they aren't separated.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I recently started a nonprofit organization utilizing my educational background many years of knowledge of organizational structures. I have taken training on capacity building for nonprofit organizations

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

RBA is a disciplined way of thinking and taking action used by communities to improve the lives of children, families and the community as a whole. RBA is also used by agencies to improve the performance of their programs. RBA starts with ends and works backward, step by step, towards means. For communities, the ends are conditions of well-being for children, families and the community as a whole. For example: "Residents with good jobs," "Children ready for school," or "A safe and clean neighborhood" or even more specific conditions such as "Public spaces without graffiti," or "A place where neighbors know each other." For programs, the ends are how customers are better off when the program works the way it should. For example: The percentage of people in the job training program who get and keep good paying jobs.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

I was on the Finance Committee Township Master Association.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

I've worked with agencies to implement marketing and communications plans as well as doing grassroots outreach.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

I have educational knowledge of policy development and legislative advocacy as well as working knowledge of these subjects.

1. Name *

David H. Kenton

2. Street Address *

[REDACTED]

3. City *

Coral Springs

4. State *

Florida

5. Zip Code *

33065

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Dean of Student Services-Higher Education

9. Current Employer (If applicable) *

Broward College

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

The Children's Services Council of Broward County (CSC) is an independent taxing authority established by voter referendum in 2000 and reauthorized in 2014. The CSC's mission is to provide leadership, advocacy, and resources necessary to enhance the lives of the children of Broward County and empower them to become responsible, productive adults through collaborative planning and funding of a continuum of quality care. The CSC funds over a hundred programs that serve children and families, advocates for policies that protect the interests of future generations and provides leadership that brings the child-serving community together.

As a council member since 2020 and serving in my 2nd term as Chair for the Council, my vision for the future is based on what I have been able to directly witness and observe during my current appointment. The CSC should continue to support programs in Broward County that directly impact children. The CSC has done a good job of examining communities and pressing issues facing different populations and municipalities. While the independent taxing authority can't help every child in the immediate, the long-term goal is to provide support for every child that is in need. As a result of helping children, future research and assessment can be done to look at the total impact to the entire family and Broward County community. The CSC moving forward for the future will have an increased focus on the financial responsibility to the community, developing deeper relationships with community stakeholders, increasing visibility with community engagement and reaching as many children as possible in our community.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

The planning process for the Children's Services Council should continue to build on their model of transparency, committee sub-groups, and short-term and long-term planning initiatives. The issues and problems facing Broward's children and families consist of food and housing disparities, health insurance/access concerns, juvenile arrests, educational performance, job readiness and placement gaps, immigration/family separation, homelessness and adoption issues, domestic violence, and drug abuse to name a few. The major policy concerns or implications include limited funding, reduced staff sizes, and inconsistencies of programs being offered in the community.

More specific data points for your consideration include (1) in March of 2023, Broward County home prices were up 8.9% compared to last year, selling for a median price of \$525k. Since 2020, these changes in the housing market impact both owner and rental housing supply and demand and overall affordability. Most Broward County residents can't afford the current sale prices. Based on the Affordable Housing Needs Assessment, there was a shortage of 147,042 affordable units in Broward County. According to the 2020 ACS Census estimates, Broward County's median household income is \$60,922 representing a 10.9% increase since 2017. According to the 2020 ACS Census estimates, 65% of Broward County's civilian population age 16 and over are in the labor force, down slightly from 2017. These data points provide a glimpse into the current state of Broward County, and I would like the opportunity to continue serving on these pressing matters and provide support to our children and families in the county.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

My selected experiences include working with three organizations that support Broward's children and families. The first organization is HANDY, Inc. HANDY's goal is to provide customized programs that meet the individual needs of a child that take them from early childhood to adulthood. Since 1985, HANDY has transformed the lives of over 50,000 children and family members in Broward County. Each year, HANDY serves over 1,200 individuals per year. This includes youth ages nine-25, family members and caregivers in Broward County. I was a past participant in some of their initiatives while in high school. Most recently I have served as Keynote speaker for their scholar recognition luncheon and collaborated on research and workshops for conference presentations related to this special student population.

The second organization I have worked with is Florida Youth SHINE (FYS). FYS is a youth run, peer driven organization that empowers current and former foster youth to become leaders and advocates within their communities. Their goal is to share their stories and experiences to improve the system of care for children across Broward County and the entire state of Florida. I have served as a speaker/workshop facilitator for their quarterly meeting.

The third organization I have worked with is FIU's Fostering Panther Pride (FPP). FPP offers tailored academic and support services to students identified as formerly in foster care or homeless. Launched in 2013, the primary goal of FPP is to assist former foster care youth and homeless students in their transition to FIU, their retention and graduation, and their pursuit of securing employment or graduate studies upon receiving their bachelor's degree. FPP partners with a number of community-based agencies in Broward County and has a significant number of students in their program from Broward County schools. I have volunteered as a mentor to the student participants, facilitated workshops, and served as a Keynote speaker for their luncheon.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

I served as a part of the Brain Trust team on the Housing Co-creation project with HANDY, Inc and the Stand Together Foundation. The Housing Co-creation project was focused on creating an ecosystem where transformative thinkers, like-minded innovators, and successful entrepreneurs incubate policy solutions that improve people's lives, in this case addressing housing insecurity concerns in Broward County and other agencies across the country. Brain Trust members were from all sectors of the Broward County community from non-profit, education, health care, real estate, law, and policy to name a few. We specifically reviewed housing proposals from the Hudson Link, the Other Side Academy, Acts Housing, the Urban League of Broward County, and the Broward Partnership. The Brain Trust had a two-day convening where pitch ideas were provided and direct feedback was given to each agency for their direct implementation and use to communicate updates to their internal and external stakeholders.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Having the right leadership personnel, will help to achieve strong group dynamics and synergy throughout most organizations. Through my Lean Six Sigma training, I know that leadership is about work-related forecasting and understanding the immediate and long-term needs of the team and key stakeholders. I have managed full-time and part-time staff members and multiple units within a department to create highly collaborative teams of people who are forward-thinking, flexible, and optimistic when it comes to change management and operational development. In one of my former roles, I provided staff trainings, process improvement initiatives, and programmatic evaluations on collaborative changes needed between the functional areas. I have also been able to collaborate with executive leaders to facilitate cross-functional training for campus partners, which in turn impacted the recruitment and graduation rates of our student population.

More recently, I serve as the co-chair for the capacity building committee with the CSC. As co-chair, we have been able to provide direct support and direction on topics related to quarterly meetings for the betterment of nonprofit organizations and their scalability. The CSC teams works directly with the council member co-chairs for feedback and content review. These intentional processes help to have far-reaching impact to the leaders of the non-profit organization who then in turn support many different sub-groups and populations in the community at large.

My experiences and contribution to FIU have been significantly impactful. I have been able to support the onboarding of new staff members, develop an emergency protocol for the Biscayne Bay Campus, implement customer service/line management technology, contribute to the development of a division-wide operational calendar, and conduct a customer service needs assessment on enrollment management data from 2010-2017.

Confronting challenges with unwavering commitment and energy is a highly valued strength recognized and appreciated by my colleagues. Being curious, creative and agile, especially when working under pressure allows me to achieve measurable results. This specific ability, together with a strong sense of community spirit has afforded me wonderful career success as it relates to organizational development.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

I have experience developing short and long term strategic plans for the recruitment and retention for underrepresented groups. In one of my former roles as Associate Director for Retention at Florida State University (FSU), I was able to produce three consecutive years of a 90% or better first-year retention rates. The first-year retention rates were directly tied to advising, focusing on degree completion, and working closely with our campus partners to streamline resources and working collaboratively to meet the goals of the University. In my role as Assistant Dean at Massachusetts Institute of Technology (MIT), I saw similar success with more than 90% retention rates for first year students.

I have direct experience in providing recommendations used for strategic plans, evaluating departmental enhancement plans, and developing objectives and benchmarking goals. In my role as Assistant Dean at MIT, I served as the Lead staff member on the Committee on Academic Performance. In this role, I worked with a standing committee of Faculty that were concerned with the academic and social performance of undergraduate students. Students that have been academically impacted by personal issues were thoroughly discussed and provided with supplemental support and referral services. My direct responsibilities included monitoring and reporting on the academic progress of underrepresented minority (URM) students and non-minority students who were connected with our signature programs. I provided detailed reports on current academic standing and analyzed trends of students who were considered to be at-risk. I also provided recommendations to the Committee on Academic Performance on suggested outcomes and decisions to improve academic performance in future semesters.

I have provided assessments on analyzed trends related to different student groups and coordinated efforts with campus partners to promote student persistence and student learning. As an Assistant Dean, I was responsible for all research and assessment reports for our office that focused primarily on academic performance, program satisfaction, and enrollment data.

In my current role at Broward College, I am responsible for Academic Advising college wide, and specific, measurable outcomes related to graduation and student completion fall within our purview. No longer is it enough to keep students in school, but we have the responsibility of sharing the narrative and the results on how we have been able to achieve those gains. Since the pandemic, this is the first year under my leadership where Academic Advising has seen substantial progress in student enrollment, and this is possible by incorporating aspects of the RBA model.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

I have managed multi-million dollar portfolios while working as a Contracts Analyst in Sponsored Research at FSU. Budgeting requires a working knowledge on different funding models, managing assets and liabilities, and being familiar with bargaining agreements, such as United Faculty of Florida (UFF). I supervised all specific grant activity for NASA, Department of Defense, local & domestic government, and foreign government. I was responsible for managing sensitive information and problem-solving contract negotiation issues. I advised & trained FSU faculty and staff in all areas of pre-award activities and post-award administrative activities and providing subject matter expertise on research awards. I specifically handled compliance issues, ledger reconciliations, contract negotiations, programming costs, and project close-outs. In my role I was responsible for marketing and identification of funding opportunities, preparation, review, tracking and administration of proposals and awards through various agency web portals. I provided instruction and analysis of internal and external regulations, rules, policies, procedures, and guidelines.

In my current role as Chair of the CSC, I meet with the CSC team virtually or in person weekly to reconcile account spending, review programmatic/financial contracts for the organization, and over the past 4 years participated in annual budget retreats to discuss fiscal responsibility, funding requirements, and how money will be spent in the subsequent years.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

In my former role, I was the lead communication staff member for the department, on all internal and external communication projects and goals. I work with campus partners on language and strategic plans for communication-media and messaging sent out to students for Admissions, Financial Aid, Registrar and other enrollment related areas. Within my communications purview, I also manage the department's operational calendar, along with providing quality assurance for the dates and pertinent information for the other Enrollment Management and Services units we partner with. I ensure the development and revision of quality financial aid presentations for new student orientation programming. I also coordinate internal logistics for the department, related to orientation initiatives and programming at the Biscayne Bay Campus.

In two of my previous roles, I worked with Admissions alongside other campus partners to develop marketing and media materials and activities for perspective students and their families. As Assistant Dean at MIT, I was a member of the Campus Preview Weekend committee which is a sub-group of Orientation campus partners who collaborate on programming for prospective students that were accepted to the institution. I also worked with the Office of New Student and Family Programs at FSU. I collaborated and facilitated orientation and orientation-related events for first-generation college students. When thinking about the transition process for first-generation students to FSU, it was also important for me to develop family and sibling orientation sessions. I developed separate marketing, media and communication plans to help them navigate their first-time college experience as well.

In my current role as Chair with the CSC, we discussed developing a marketing plan by increasing visibility and awareness of the work done by the CSC. As a result of our planning, there has been an increase in social media presence which has driven greater digital traffic to the CSC website and resources. We have also recently wrapped a CSC motor vehicle to transport items back and forth from community events. The wrapped vehicle also includes QR codes which take individuals to the CSC webpage and provide them with supplemental resources.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

My academic research is primarily focused on how foster care students experience their transition from high school to the college environment. I had the privilege in my experiences to build from the ground up, a successful Foster Care initiative known as the Unconquered Scholars Program in 2012. The program was based on a policy recommendation to increase at-risk student retention at FSU. The Unconquered Scholars Program provides an array of support services promoting overall success to youth who experienced foster care, homelessness, relative care, or ward of the State status. My research has been used in policy development conversations and legislative advocacy agendas for foster youth. I have been privileged to present on this topic and help other States and agencies and universities through conference presentations to think about how they can engage their lobbyists, school administrators and community stakeholders in their pursuits to provide support for this vulnerable population.

As former Associate Director at FSU, I had the privilege in my experiences to build from the ground up, a successful Foster Care initiative known as the Unconquered Scholars Program in 2012. The program was based on a policy recommendation to increase at-risk student retention at FSU. The Unconquered Scholars Program provides an array of support services promoting overall success to youth who experienced foster care, homelessness, relative care, or ward of the State status. 43 of the initial 45 students in the Unconquered Scholars program have graduated, boasting a 95.5 % retention rate. My work and that of our administrative team was published in the Best Practices in Homeless Education Brief Series, produced by the National Center for Homeless Education. I partnered with the school of Social Work to conduct a program evaluation on the effectiveness of the services provided through the Unconquered Scholars Program. The study yielded positive results to show the programming efforts were assisting the students in being retained at the University. I have also conducted qualitative research on the transition experiences of former foster youth to post-secondary institutions, which have yielded strategies and principles currently being put into practice at certain universities working with this population.

In my former role as Assistant Dean at MIT, I worked directly with the Industrial Advisory Council for Minority Education (IACME). IACME mission was to ensure both greater retention and higher academic achievement of MIT's underrepresented minority students, while also strengthening the creative class of underrepresented students in the workforce. Some of the IACME partners included BP, Capital ONE, CISCO, Chevron, Google, DRAPER Laboratory, Intel, NASA, Raytheon, Xerox, and Microsoft to name a few. I served as a lead staff member on hosting quarterly meetings with our IACME partners to provide programmatic updates related to MIT and our underrepresented student population, and strategy sessions on how best to engage students for future semesters. I am familiar and comfortable with hosting stakeholder meetings, hosting guests, and facilitating round-table discussions, as these responsibilities were a part of my work portfolio at MIT.

1. Name *

Aneatra King

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Tamarac

4. State *

FL

5. Zip Code *

33319

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Community Library Manager, Senior

9. Current Employer (If applicable) *

Broward County Library, African American Research Library and Cultural Center

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

As an active member of the Broward County community, employee of Broward County Library, and a former employee of Broward County Schools, I'm very familiar with the work that Children's Services Council of Broward does. I have worked very closely with CSC over the past 18 years, overseeing a community After School at Your Library program, attending classes and workshops, serving on Broward Reads committee, working closely with staff on Back to School events and shoe distribution events, and served on a panel to evaluate and rate CSC workshop facilitators. I have seen first hand the leadership, advocacy, and resources CSC provides to serve the families and youth of Broward County. My vision of CSC moving forward is to enhance the services being offered by evaluating what we are offering to ensure that we are reaching our current clientele and a new, "unreachable" residents in need. To expand services and resources to families and youth who may be in need due to recent circumstance, i.e. inflation. Lastly, to expand our partnerships within Broward County to ensure all families, children, providers, businesses know that CSC is an organization that brings us together for "collaborative planning."

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

The issues and problems facing Broward's children and families are always changing. This is why it is important and crucial to engage with youth serving organizations, community organizations, schools, people, collaborative groups, etc. because it gives an understanding of what youth and families are facing county wide, statewide and nation wide. I know of youth and families face mental health issues, poverty, abuse and negligence, lack of educational resources, financial needs, inadequate housing, immigration policy reform, discrimination (race, class, sexual orientation, religion, etc.) and the list goes on.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have 21 years of experience working with the diverse communities of Broward County. I have a Master of Arts, Library and Information Science. Specialist in Education specialized in Library Leadership and a Post Master's Certificate in Library Leadership and Management. I have served as Community Engagement Specialist in Broward Schools Office of Family and Community Engagement since 2016. In this position one of my main roles is to ensure that families have the tools and resources needed for their students' academic success. My role is to facilitate trainings / workshops for families, community organizations, and staff; create, build and maintain partnerships with community organizations, businesses, stakeholders, municipalities, and internal departments to carry out the vision of the District and meet the needs of the students and families; work with a team and co-lead programmatic engagement events for families, Family Fun Day; Family and Community Engagement Week; work with school leadership to create opportunities to bring families into the schools outside of conferences or data; participate in district leadership committee that determines policy and procedure (Attendance, Social Emotional Learning, Human Sexuality, Superintendent's LGBTQ Roundtable); assist with writing a grant to create a catalog of learning opportunities across organizations and district (CSC). The success of this position is my ability to create an environment of community, understanding that when we achieve more together. At North Lauderdale Library, I was the supervisor for the After School at Your Library Program for 5 years; I supervised one of the MECCA afterschool programs at Broward County Public Schools for two years. I served on committees that worked with juvenile girls and presented at a local conference that focused on girls in the juvenile justice system. While working as the Coordinator of Youth Service in Broward County Library, I planned and implemented an Early Literacy Conference for providers throughout the County. I have also facilitated early learning/literacy workshops for local hospitals, educational institutions and families. I volunteered with Guardian Ad Litem program. As a Kiwanian, I led the effort to install a permanent StoryWalk at WaterEdge Park in Tamarac, FL to create and build a community of readers with a focus on Early Literacy. We involved Broward Reads in this initiative.

In 2020, I co-founded the King's League. The King's League, Inc., a non-profit 501(c)(3), located in Tamarac, FL, is committed to providing opportunities and resources to youth to enhance their literacy, social, emotional and life readiness skills. Since inception, we have planned and implemented programs that increased literacy through summer reading camps, hosted back to school events with an educational component in addition to resource distribution.

Currently, I serve as the Community Library Manager Senior at the African American Research Library and Cultural Center where we serve a diverse group of youth and families daily.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

- Develop and implement system wide programs that promote family engagement, literacy, and lifelong learning.
- Secure grant funding from a variety of agencies to enhance services to underserved communities.
- Develop and sustain relationships with community organizations to enhance service offerings to youth and families throughout Broward County including, but not limited to Broward County Public Schools, Urban League of Broward County, United Way of Broward County, Children's Services Council, Impact Broward, Early Learning Coalition, Museum of Discovery and Science, Broward Center for Performing Arts, and City of Fort Lauderdale's Housing Authority.
- Secured funding to implement a six week aviation summer camp for underserved youth.
- Secured funding to implement six week Family Literacy Nights at three library locations.
- Partnered with Museum of Discovery and Science to offer a series of Family Science programs at four libraries with low income families.
- Worked with Broward County Public School's Diversity, Prevention & Intervention to offer students an opportunity to meet an award winning illustrator.
- Worked with local organizations and schools to present a Family Day Chalk for Peace event with approximately 200 participants.
- Worked with local media to promote library events.

Planned and implemented programs for all ages and their families with emphasis on family engagement and lifelong learning skills.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I am currently the Vice President and Co Founder of the King's League. The mission is to provide opportunities and resources to enhance literacy, social and emotional skills, and life readiness skills. I took lead on establishing this organization (solicitation and tax exempt status). Since inception in 2020, we have provided programs and resources to many youth and families (Summer Literacy Camp, Adopt A Day Care for Holidays, Teen Program at Housing Authority, Book Giveaways and supported organizations in their efforts) and a reading and writing summer camp.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

Results Based Accountability is crucial to improve the quality of life in communities, states, or any entity that wants to see an improvement of performance through programs. Understanding goals, evidence based results and who is accountable for what is something I have used in my professional career

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

I oversaw the CSC grant funded program at North Lauderdale Library where there were requirements, evaluations and processes that we had to ensure. Over the past 19 years, I have written and oversaw grants where I had to manage and create the budget; train staff on requirements and create processes to ensure success.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

I have extensive experience implement and creating marketing and communications plans. As I have planned and implemented, small and large-scale events, conferences, and workshops for a variety of diverse audiences, marketing and communication is always a integral component of the plan. Two important components of these plans are to consider your audience and goal.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

I am a community advocate and strive to enhance my knowledge of policy development and expand my experience with legislative advocacy, as both are crucial to ensuring our youth can thrive and drive in society.

1. Name *

Francois Leconte

2. Street Address *

[REDACTED]

3. City *

Pembroke Pines

4. State *

Florida

5. Zip Code *

33028

The value must be a number

6. Phone Number *

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7. Email Address *

[REDACTED]

8. Occupation *

President/CEO

9. Current Employer (If applicable) *

Paramount Broadcasting Communications, LLC

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I have been involved with Children Services Council since its inception. As President/CEO of Minority Development & Empowerment, Inc, I was very involved in the campaign to convince the residents of Broward County to approve CSC to become a government entity in Broward County dedicated to improving the lives of children and families in the community. Later, MDEI received many grants from CSC to fund various programs. As a result, I understood the fiduciary responsibilities of CSC not only towards its Board Members but also towards the voters of Broward County who had to re-approve CSC every ten years. CSC is an integral funding agency in our community. It is known for leading the way to identifying the needs of the community and finding solutions to address them. When the unfortunate shooting of Parkland high school occurred, the importance and need of Mental Health was brought to the forefront. CSC intervened and brought other agencies to address the issue. After the 2010 earthquake in Haiti, CSC created a Haitian Task Force to help hundred of Haitian refugees in Broward county. CSC has a vast array of fundings programs and grants for program development, capacity Building for smaller organizations and, community engagement and advocacy. Finally, I know that very soon, CSC will go back to the voters of Broward to ask them to approve them one more time. I will be there to campaign with Board members, Cindy Arenberg and the rest of the CSC to ensure that CSC earns the approval so it can continue to serve the children and families of Broward County.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Here are some of the issues and problems I think Broward's children and families are facing:

a) Education Disparities: Some communities here in Broward County are facing low graduation rates, academic achievement gaps, and limited access to quality early childhood education programs.

b) Poverty: Many children and families in Broward County struggle with poverty, which can have a significant impact on access to education, healthcare, and other essential services.

c) Child Welfare and Safety: Child abuse and neglect, and involvement in the foster care system should require our attention and support

d) Mental Health and Early Childhood education are as well very serious issues we are facing.

Some of the policies are:

a) Affordable housing

b) Healthcare Access

c) Job training and job placement

d) Juvenile justice reform and family support services

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

In 1996 I founded Minority Development and Empowerment, Inc., a community based not-for-profit organization that provided services to minority populations in Broward. As president/CEO of MDEI, I was involved in many activities and served on many boards or subcommittees of organizations both on the local level as well as on the state level in support of children and families in Broward County. I tirelessly lobbied federal, state and local governments on behalf of children and families, especially children with special needs; juvenile justice; after school programs and so on.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes! Absolutely! The police departement of the City of Fort Lauderdale and The Haitian Community were having some serious issues. On one hand, members of the Haitian community were complaining about the way in which they were being policed, which they felt was unfair and racist. On the other hand, the police departement expressed frustration and lack of respect from the community. When this issue came to my attention, I soon realized that there was some kind of miscommunication and misunderstanding between the parties. I reached out to then commissioner Carlton Moore and explained to him the cultural differences that may be impacting the animosity between the two parties. I proposed the creation of a task force with members of the police Departement and Haitian community to tackle this problem. As a result of this task force, the City created a position for someone to serve as a liaison between the Haitian community and the police department.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

As the founder of a not-for-profit organization, I have first hand experience with organizational development and capacity building for nonprofit organizations. Minority Development and Empowerment, Inc primarily served the Haitian community. At that time, the community was without much financial means to support itself. From the start, I understood that I had to develop and nurture relationships with members of other communities in Broward County. I created a strong Board of Directors with some of the notable residents and business owners of the County. The board included people with name recognition and strong reputation who could bring credibility to the organization. I forged strong partnerships with private, as well as public sectors in such a way that Haitians could access to various forums within the community.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

As a leader who has experience in the for-profit sector as well as the not-for-profit sector, my short-range planning involves setting goals and objectives that can be achieved within a relatively brief period, typically ranging from a few days to a year. This process could include tasks, such as weekly project milestones or monthly sales targets. For instance, I am working on developing a pay-tv subscription model of which my short term goal is to have 30000 subscribers by year 1 or an average of 625 subscribers per week.

Long-term planning, on the other hand, focuses on broader objectives and outcomes that may take several years to accomplish. (For instance, expanding your market reach or developing new product lines). Over the next five years, I expect to have 150000 subscribers or 5% control of the South Florida market. This plan will be reviewed every year to ensure that I stay on target.

In regard to Results Based Accountability, this involves measuring progress and success based on outcomes achieved rather than just outputs produced, ensuring that efforts are aligned with desired results and impact. The RBA approach emphasizes not only what is being done but also the difference it makes.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

As President/CEO of Minority Development & Empowerment, Inc, I carried out policies and procedures related to financial planning, budgeting and forecasting as set by the Board of Directors. I was responsible for ensuring financial stability and profitability by developing and implementing effective financial strategies.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As the owner of a local independent television station, I understand perfectly well the importance of a marketing plan and its implementation. Here is what it involves:

- Objective of the marketing plan
- Market research
- Develop a strategy
- Allocate resources
- Implementation plan
- Monitor and Measure its success
- Communication and collaboration
- Review and reflect

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

As President/CEO of Minority Development & Empowerment Inc., I used to advocate Federal, State, and local governments for issues such as Immigration, Juvenile reform, Domestic violence just to name a few. Currently, as a member of Career Source Broward, I serve on their Strategic Planning committee which develops their legislative agenda every year.

1. Name *

Katie McCarthy

2. Street Address *

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Deerfield Beach

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FL

5. Zip Code *

33442

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Senior International Development Officer

9. Current Employer (If applicable) *

Cross Catholic Outreach

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

CSC Broward was my customer in the 2000's when I was selling advertising in the South Florida community and I worked with Sandra Bernard Bastien for 5 years. I also volunteered for Broward Aware with Andrew Leone.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Being an avid volunteer in Broward County for about 30 years now (Love Thy Neighbor, Volunteer Broward, Healthy Mother's, Healthy Babies Coalition Of Broward, Women In Distress, Florida Dept Of Veterans Affairs, the HAC now Broward Partnership For The Homeless, Broward AWARE!, etc.) I am familiar with the underserved regions of our county and the needs of the poor. I recognize how the young struggle when aging out of the system at 18. The great need for foster families and the many who are challenged with food insecurity.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

Prior to moving to South Florida I served on the Board of ARC Atlantic County in NJ and taught math and reading every week during the school year for our assisted living residents. In South Florida, Volunteer Broward (now Hands On Broward) placed me with Love Thy Neighbor in 1995 and I served there for 20 years. I have volunteered for CSC Broward many times over the years and just wrapped up 14 years of service with HMHB's Broward. My experience comes from volunteering for a myriad of not for profits, Board service and my job as a front line fund raiser for a not for profit that delivers aid and disaster relief in the developing world.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes, as a senior seller for multiple communications companies I have collaborated on countless campaigns designed specifically to serve the community. I created a safe sleep on-air campaign for HMHB's Broward. Foster care on-air and on-line campaign with ChildNet. I specialized in non-traditional revenue partnerships aligning for-profits and not-for-profits with community oriented initiatives such as literacy and health and wellness for elementary school aged children. Part of this effort included selling Commit 2B Fit, a successful collaboration of community minded partners to participate in a wellness program designed for grade school children. The highlight being the wellness planner filled with fun ways to learn about nutrition. Children Services Council of Broward County was my primary client.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Serving on Boards has allowed me to be privy to and present for countless meetings discussing org charts, Board member recruitment and retention, staff retention, by-laws, and our capacity for development. What are our goals? What went right? What went wrong? I have been a big proponent of 'post mortems' after every event to break down all the pros and cons. Lots of retreats to discuss forecasting, the year ahead and of course, our goals

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

As a front line fund raiser with a very large budget each fiscal year I am in constant short term and long range planning mode! My specific responsibilities include gifts for \$100,000 or more. My experience with RBA and evidence informed contracting comes from my years of service with HMHB's Broward. 80% of our budget came from grants with required deliverables and outcomes. It was a constant source of focus and concern. A topic that took up the most time at the countless board and committee meetings I have attended.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

My experience comes from my Board service. Also, I have been a committee chair and co-chair person for multiple committees such as Community Engagement, Fundraising and Secretary.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As a sales executive I was responsible for all aspects involving an advertising and marketing campaign including prospecting, cold-calling, qualifying, networking, managing expectations, collections, superior customer service, and soliciting and customer referrals; managed all phases of an advertising campaign. Heavy emphasis on planning, managing and executing special events.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

My exposure to policy development comes from my Board service. This would pertain to agency staff, board members, SOP's, etc. I have no experience with legislative advocacy.

1. Name *

Julia Musella

2. Street Address *

[REDACTED]

3. City *

Fort Lauderdale

4. State *

Florida

5. Zip Code *

33308

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Retired

9. Current Employer (If applicable) *

BB International School was my former business

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I was a two term member of the Broward Early Learning Bd. as the elected provider representative. I was the proprietor of a childcare center /preschool and primary school in Pompano Beach for 30 odd years. The work I have seen this organization do throughout those years is inspiring. The leadership and culture of the organization is sincerely community first and the broad scope of family issues they address , children of all ages, is commendable.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

We are facing a deep, looming disaster in childcare for middle income families(ALICE Families) and of course low income families. The temporary child tax credits did much to aide families, as did the ARPA monies for the childcare industry, but now we must come up with a solution as this is over. Without a solid support of childcare in any society the workforce cannot function. Providing for children, properly and with a commitment to consistency of access for all families is the basic tenant of any successful society. We see Western European nations and Japan whose models have profoundly impacted the outcomes for children and families. This industry needs a well thoughtout, long term solution for families to access quality care for children from their early years to their secondary education. A pubic/private partnership solution, handled by local organizations with funding from the Federal Government should be available to all families to access. head Start has been a success and our country has talked about Early Education since the Nixon administration. we need to address this foundational problem so that we can build on a solid model for all the other mitigating circumstances that present themselves in a complex world.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

My center was an inclusion model, originally contracted with BCSB for 3 yr old and 4 yr old children with exceptionalities in an inclusion setting. I also worked with Early Start and to today, my former school proudly serves as an alternative model for alternative learners in addition to typical learners.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Through my 501c, Piccolo Picasso, we brought the fine arts to many schools in Broward County, both private and public. Our art teachers brought weekly classes to some Pompano Elementary schools in a collaborative program and had schools come to our facility to learn through art in our Atelier. Piccolo Picasso was a founding partner in the an annual art display for preschools at the Hollywood Art Museum at the Hollywood Circle. This wonderful event included an exhibition for families as well. The importance of art and learning through the arts for little children solidifies thoughtful, expressive, individuals who value original thinking.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Having built a small 501c and then been on the ground floor of two others, I believe I have a good understanding of the nuances involved in government contracts and private corporate giving. I worked with the Henderson Foundation, as well as, local government and county government in securing grants, producing the desired outcomes and managing the participants. However, it was exclusively in Early Childhood areas; training teachers, innovating programs and broadening the visions of childcare owners. I have an ongoing collaboration with the Italian Government, Scuola Materna of Terntino for teacher training and exchanges. Throughout my career I have had the good fortune of being part of creating successful, collaborative organizations.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

Many of the grants I worked with used this RBA accountability and although I can appreciate it, I never directly used the format. Planning, in general, is the most important piece to success, including planning for the unexpected. Having the benefit of working with small children you are well prepared for change, as they are changing everyday and alternative perspectives which must be considered in your long term plan. No two human beings learn or react the exact same way so I have learned to design with flexibility and to celebrate the outcome I may not have expected. I think we all learned in the pandemic that long range planning needs to be fluid.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

Honestly, as with any entrepreneur, I have learned to do anything needed to bring a project to fruition once I start on it. That applies to volunteering my own business innovating new programs and in managing the 501c.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

35 years in business has been a solid education for me in developing marketing techniques but more importantly following the changes in the how to market to multi generations. I have learned to move from the yellow pages, to Facebook to Instagram to market my business. I have watched communication go from phone to email to text and constantly educate myself in the communication that will reach all families; which can widely vary.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

I currently sit as the legislative chair for FACCM, the largest business organization representing childcare owners in the state of Florida. I have been a member of this board for over 8 years and in this position for the last 5 years. I am deeply enmeshed in legislative agendas for improving childcare for children, families and caregivers, both in the state of Florida and across the country. Through an advocacy group I founded, "I am Ready", which is open to all who have an interest in making quality choices for Early Childhood Care available to all families. We keep the public informed through postings of articles, pending bills, opportunities for caregivers and allow for a general sharing of information. We are fortunate to have many of the agencies including us in their emails opportunities so we can spread the word to a broader audience. We are currently 1000+ members strong with a wide variety of contributors who help to shine the light on the issues in childcare and the impact to children and families.

1. Name *

Christine K Thompson

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FL

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8. Occupation *

Professor

9. Current Employer (If applicable) *

Barry University

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

In terms of framework, the Children's Services Council (CSC) is an independent special district that uses its voter-approved taxing authority to provide a dedicated revenue stream to fund critical programming and services to support children and families throughout Broward County. The CSC awards dozens of grants to partners that directly serve Broward's children; it also serves as the primary leadership organization within the community, coordinating with other levels of government, public and private entities, and stakeholders to meet the unmet needs of our youths.

I have reviewed the rigorous evaluation and standards in use by the CSC and the organization can rightly pride itself on a strong track record of fiscal responsibility, data-driven analysis, and transparency.

Research shows that a COVID-19 learning loss is real and has widened the pre-pandemic achievement gaps that already existed. We are at a critical moment to develop the programs and partnerships to combat these setbacks. I envision the Council maintaining its strong track record and existing, crucial programming, while also making concerted efforts to be the leader in addressing the negative consequences of the COVID-19 pandemic on Broward youth.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

One out of five of Broward's 1.94 million residents is under the age of 18. Their lives and families are confronted with the challenges of the COVID-19 pandemic, trauma (including abuse and violence), food insecurity, insufficient attainable housing, homelessness, underfunded education, and lack of mental health support. Some of the challenges more specific to or pronounced in this geographic area include water safety, heat safety (e.g. being left in cars), disaster recovery, immigration, and maternal/infant health. The issues facing the children of Broward County are numerous, however, The Children's Services Council approaches the needs of children from a holistic perspective understanding that to meet these needs we must also consider the caregivers, other responsible adults, schools, and organizations who play a role in the lives of the children. Examples of policies submitted in the Florida Legislature in 2022 include a bill to improve benefits for foster parents and relative caregivers (CS/SB 7034 was signed by the Governor in April 2022) and a recently filed bill (SB 784) regarding children and water safety.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have significant professional, personal, and educational experiences related to the betterment of outcomes for children and families. I spent 9 years volunteering as a Guardian ad Litem in the Second Judicial Circuit of Florida. In that role, it was my job to advocate for the children on my caseload in court and advise the judge on the best interests of the children. Due to my experience in the child welfare field, I was often assigned cases with a large number of children or more challenging circumstances. I have worked on evaluations for juvenile justice programs, afterschool programs, and educational programs. I have spent more than 10 years researching mental health courts, including those specializing in juveniles; this research was the basis of my doctoral dissertation. While earning my Bachelor of Social Work, I interned with Hillsborough Kids Inc, a private child welfare agency in the Tampa Bay area and worked in case management as well as shadowing investigators. While employed as a professional evaluator with the Ounce of Prevention Fund, much of my time was spent working on the Healthy Families Florida program, a statewide child abuse prevention program in Florida. During my tenure as a Systems Project Analyst for the Florida Department of Education, I was a member of a team of statisticians responsible for calculating school grades throughout Florida. I also worked on the Safe Sleep Campaign and Prevent Child Abuse America. I am currently an educational surrogate with Broward County Schools where I serve as a parental figure in educational meetings (e.g. IEPs) for children involved in the child welfare system. I am a published author in a peer-reviewed journal on the topic of Family-Centered Practice in child welfare proceedings.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes. I was involved in a needs assessment and community development project in Liberty City, FL while employed with the Ounce of Prevention Fund. This project involved meeting with community members (focus groups) and key contacts (interviewing individuals such as the head of the Boys and Girls Club, local religious leaders, and other prominent community figures) to assess the needs of the community, develop collaborations between social service organizations, and develop a rapport with the members of the community.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I have served in a variety of leadership roles at non-profits, as professional staff and as a board member. As a board member, I worked to rebuild the then defunct Broward County Le Leche League; working to establish a meeting location, promote the organization's services, and to train a new cadre of diverse leaders to support mothers and infants throughout Broward County. As a board member of 8th Hill Clubhouse, I helped to develop a policy manual, fundraise, and establish relationships between mental health service providers. In graduate school I pursued a joint master's degree; one in public administration and one in social work. My Master of Social Work (MSW) is a "social policy and administration" degree. My coursework included courses such as grant writing, legislative advocacy, social program and policy evaluation, non-profit management, social service administration, managing public financial resources, policy development, policy analysis, public organizations, government accountability, financial resource administration, contract management, and government administration in Florida.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

While earning my MSW, I interned with the Substance Abuse Programs Office within the Florida Department of Corrections. In this capacity, I reviewed Requests for Proposals, assisted in selecting grantees, and reviewed reports to ensure compliance with grant specifications. All substance abuse program grants were required to report on outcomes and performance. Each contract included a set of benchmarks for program performance. As someone who has worked in and taught evaluation for 15 years, I am well-versed in evidence-based practice, performance measures, and accountability.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

While earning my MSW, I interned with the Substance Abuse Programs Office within the Florida Department of Corrections. In this capacity I worked with many grants. I was on the committee involved in writing the RFP and selecting the organization to be awarded the grant. I was also involved in writing grants while working at the Ounce of Prevention Fund to obtain funding from organizations such as The Annie E. Casey Foundation, the Robert Wood Johnson Foundation, and the Florida Developmental Disabilities Council. I was a member of a team that was awarded a grant through the Florida Department of Children and Families to evaluate the implementation of Family-Centered Practice at three innovation sites in Florida. Following my employment with the Ounce of Prevention Fund, I continued on as a grant writer with a private company specializing in grant writing and evaluation services for non-profit organizations.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

While my involvement was limited, I did work on the Safe Sleep Campaign and Prevent Child Abuse America while employed at the Ounce of Prevention Fund. The Safe Sleep Campaign is responsible for the "back to sleep" messaging communicated to parents about placing infants on their backs to sleep to reduce the risk of SIDS. This message included urging parents to ensure the baby was placed in a safe sleep environment (firm crib mattress, no blankets, etc). This campaign went hand in hand with the child abuse prevention program operated out of the same office.

19.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

While earning my MSW, I took a class with Judge Kathleen Kearney (former Secretary of DCF) in legislative advocacy. Her experience provided an invaluable learning opportunity. I also interned with the Substance Abuse Programs Office within the Florida Department of Corrections. I was responsible for analyzing legislative bills that could affect the work of our office and assessing their potential impacts. I have engaged in legislative advocacy as part of my work with the National Association of Social Workers. I taught "Public Administration in American Society" at Florida State University which necessitated explaining the policy development and advocacy process. I also teach in the School of Social Work at Barry University. One course I teach is a doctoral-level course in social policy (SW 737; SW 687 is the master's level course I also teach). In these courses we examine how policy is developed, the paths through which policy is passed, and how to advocate for the policies we support effectively.

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Judith Thony

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8. Occupation *

director of adult and children services

9. Current Employer (If applicable) *

Parent Information and Resource Center

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

The Children's Services Council of Broward County (CSC Broward) is an independent taxing authority established by voter referendum to provide leadership, funding, and support for children and families in Broward County, Florida. Its mission centers around improving the lives of children and their families through collaborative planning and funding for programs that address crucial needs such as health, safety, and educational success. CSC Broward funds and supports a wide array of programs aimed at addressing various needs of children and families. These include early childhood education, after school programs, family strengthening initiatives, health and wellness services, and programs aimed at preventing child abuse and neglect. The organization works in collaboration with community partners, including non profits, schools, and local government agencies, to ensure a comprehensive and cohesive approach to service delivery. CSC Broward is data driven, regularly evaluating the impact of its programs to ensure they are meeting the intended goals. This focus on measurable outcomes ensures accountability and continuous improvement. Beyond funding, CSC Broward plays a significant role in advocacy, working to influence policies that affect children and families at local, state, and national levels.

Moving forward, my vision for CSC Broward includes several key areas of focus. Firstly, the organization should continue to expand its services, particularly in areas such as mental health, technology access for education, and vocational training for older youth, to meet the evolving needs of the community. Embracing technological advancements can enhance service delivery and program efficiency. Implementing innovative solutions like telehealth services, digital learning platforms, and data analytics for program evaluation can significantly improve outcomes. Increasing community awareness about available services and enhancing engagement with families can ensure that more children and families benefit from CSC Broward's programs. This includes robust outreach campaigns and partnerships with community organizations to reach underserved populations. Strengthening the organization's role in policy advocacy will be crucial. CSC Broward can lead efforts to secure more resources for children's services and advocate for policies that support the well being of children and families at all levels of government. Ensuring sustainable funding is vital for the continuity of services. This can be achieved through diversified funding sources, including grants, partnerships with private sector entities, and continued community support through voter approved measures. Addressing disparities in access to services and outcomes for children from different backgrounds is essential. CSC Broward should prioritize equity and inclusion in all its initiatives, ensuring that all children, regardless of their socio economic status, race, or background, have equal opportunities to thrive. Supporting capacity building for service providers through training, technical assistance, and resources can enhance the quality of services delivered. This will ensure that partner organizations are well equipped to meet the needs of the community effectively.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Broward County's children and families face a multitude of issues that impact their well being and development. Poverty and economic disparities are significant challenges, with many children lacking access to basic needs like nutritious food, stable housing, and healthcare. Educational disparities also persist, particularly affecting low income and minority communities, with overcrowded classrooms, underfunded schools, and limited early childhood education options being common issues. Mental health concerns are rising among children and adolescents, yet there is a shortage of accessible services and professionals to address these needs adequately. Child abuse and neglect remain serious concerns, requiring stronger prevention and intervention programs. Healthcare access, housing instability, food insecurity, and homelessness further compound the challenges faced by Broward's children and families, highlighting the need for comprehensive support systems.

In terms of policy issues facing the children's services system, funding and resource allocation are critical. Insufficient funding often leads to compromised program quality and availability. Education policies impact the quality of schooling and equitable access to resources. Healthcare policy, particularly regarding Medicaid and CHIP, influences children's access to essential healthcare services. Child welfare policies, such as those governing protective services and foster care, require adequate funding and staffing for effective protection. Mental health policies play a crucial role in addressing stigma, integrating services into primary care, and ensuring accessibility. Housing policies impact stability and homelessness prevention, necessitating comprehensive strategies for affordable housing. Nutrition and food security policies, including support for food assistance programs, are vital for addressing food insecurity among children and families. Advocacy efforts must focus on these policy areas to create positive systemic changes and improve outcomes for Broward County's vulnerable populations.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

As an individual working in the Parent Information and Resource Center (PIRC), a community health agency, I have extensive experience supporting Broward's children and families across critical areas such as children with special needs, juvenile justice, after school programs, early childhood education, mental health, and dependency. In terms of supporting children with special needs, I am involved in offering specialized programs at PIRC tailored to address their unique educational and developmental requirements. Our inclusive after school program ensures that children with special needs receive necessary accommodations and support to fully participate in activities. Additionally, I work closely with families to provide resources, training, and advocacy, helping them navigate the complexities of special education services and ensuring their children receive appropriate support.

Within the realm of juvenile justice, I play a role in our juvenile diversion programs aimed at providing constructive activities and support to prevent recidivism among at risk youth, many of whom come from the juvenile detention center. This involves offering counseling, mentoring services, and collaborating with justice professionals to develop rehabilitation focused programs. In terms of after school programs, I help coordinate inclusive activities that cater to children's diverse needs, ensuring an environment of acceptance and understanding.

Regarding early childhood education, I contribute to planning and implementing programs that emphasize developmental milestones, school readiness, and parent education workshops. We conduct developmental screenings to identify early signs of delays or special needs, allowing for timely intervention. In the mental health domain, I provide direct services such as individual and group counseling, crisis intervention, and community education workshops to support children and adolescents dealing with mental health challenges.

Lastly, in dependency situations, I work with children in foster and kinship care, providing therapeutic services, resources for caregivers, and case management to ensure their needs are met and they have stable, nurturing environments. Overall, my experience at PIRC spans a wide range of services aimed at promoting the well being and development of Broward's children and families across various critical areas

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes, I have had extensive experience working with community members to find innovative solutions enabling children to live and thrive, and I have participated in developing and funding community collaborations to address various issues. One significant example of my involvement was addressing the mental health needs of children and adolescents in Broward County. The issue at hand was the increasing rates of mental health issues among children and adolescents, exacerbated by family instability, bullying, and the pressures of social media. Recognizing the shortage of accessible mental health services and professionals, I collaborated with multiple stakeholders to develop a comprehensive approach to address this critical need. At the policy level, I worked with local policymakers to advocate for increased funding for mental health services in schools and community centers, presenting data and evidence based practices to demonstrate the urgent need for resources. Organizationally, at PIRC, I spearheaded partnerships with local mental health organizations, non profits, and healthcare providers to develop and implement a coordinated mental health program aimed at providing accessible, affordable, and high quality services to children and adolescents. On the municipal level, I engaged with city leaders to secure support and resources for community based mental health initiatives by attending city council meetings, organizing community forums, and facilitating discussions to raise awareness about the youth mental health crisis. At the neighborhood level, I worked with associations and community leaders to identify specific needs and tailor interventions accordingly, establishing mental health awareness campaigns, support groups, and outreach programs. Directly interacting with families, I provided education and training to parents and caregivers on recognizing and addressing mental health issues in children, and facilitated youth empowerment workshops to equip young people with coping strategies and resilience building skills. We introduced telehealth services to overcome barriers related to transportation and stigma, developed and implemented school based mental health programs, and secured funding through grants and community donations to sustain these initiatives and expand their reach. Through these collaborative efforts, we significantly improved access to mental health services for children and adolescents in Broward County, creating a robust support system for long term, sustainable youth mental health support.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

In my role at the Parent Information and Resource Center (PIRC), I have actively contributed to our organizational development and capacity-building efforts, crucial for supporting parents and families effectively. I've facilitated strategic planning sessions involving staff, board members, and stakeholders to define our goals, mission, and vision. These collaborative efforts have resulted in actionable plans guiding our activities and prioritizing initiatives, aligning our work with community needs.

A key part of my role has been enhancing governance and leadership within PIRC. By organizing training programs for board members, we've strengthened their governance skills and strategic decision-making abilities. This has fostered a culture of accountability and transparency, crucial for our mission's success. Additionally, I've been involved in developing robust financial management practices, including budgeting and grant management, ensuring effective resource allocation and financial sustainability.

I've led efforts in program development and evaluation, conducting needs assessments and gathering stakeholder feedback to refine our services. Implementing outcome-based evaluation frameworks has allowed us to measure our impact and make data-driven decisions, driving continuous improvement. Training and professional development for our staff and volunteers have been pivotal in enhancing their skills and knowledge, empowering them to deliver high-quality services.

Building partnerships and collaborations has also been a significant focus. I've cultivated relationships with other organizations, government agencies, and community stakeholders to leverage resources and collaborate on initiatives. These partnerships have expanded our reach and amplified our impact within the community. Additionally, I've championed the adoption of technology solutions to streamline operations and improve data management, fostering a culture of innovation and creativity.

Overall, our organizational development and capacity-building efforts at PIRC have strengthened our foundation and expanded our reach, making a positive difference in the lives of parents, families, and children. We remain committed to continuous improvement and collaboration to create lasting impact in our community.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

In my role at the Parent Information and Resource Center (PIRC), I have extensive experience in both short and long-range planning, which is crucial for ensuring our organization's effectiveness and sustainability. For short-range planning, I lead the development of detailed annual work plans that outline specific goals, activities, timelines, and responsibilities. This involves setting clear objectives, efficiently allocating resources, and regularly monitoring progress to make necessary adjustments. In terms of long-range planning, I facilitate strategic sessions to create multi-year plans aligned with our mission and vision. This process includes collaboratively developing a clear future vision, establishing long-term goals, and identifying key strategic initiatives to drive our success over the next 3-5 years.

My knowledge of Results-Based Accountability (RBA) has been crucial in making our planning and programming outcome-focused. RBA helps us define desired outcomes for the populations we serve, establish performance measures to track program effectiveness, and use data to make informed decisions and improve services. By implementing RBA, we ensure that our strategies are guided by tangible results, which helps in making continuous improvements to our programs.

In addition, I have ensured that our contracts and partnerships are evidence-informed, based on proven practices and reliable data. This involves identifying best practices through research, setting clear and measurable outcomes in contracts to ensure accountability, and continuously evaluating the performance of contracted services. By doing so, we ensure that our interventions are effective and aligned with our organizational goals.

These approaches in short and long-range planning, guided by RBA and evidence-informed contracting, have significantly contributed to the efficiency and effectiveness of PIRC. They have enabled us to deliver impactful programs that meet the needs of our community, leading to measurable improvements in the lives of the parents, families, and children we serve.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

As the Adult and Kids Service Director, my experience encompasses a robust understanding of financial management, financial planning, and grant funding requirements and processes. I have overseen budgetary allocations and financial operations for adult and children's programs, ensuring resources are efficiently distributed to support a wide range of initiatives. This involves managing budgets, monitoring expenses, identifying cost saving measures, and maintaining accurate financial records in alignment with organizational policies. Additionally, I have played a key role in strategic financial planning, developing comprehensive plans that align with our service goals, mission, and long term sustainability. This includes conducting financial analyses, identifying risks, and implementing strategies to enhance financial resilience and growth.

In terms of grant funding, I have a proven track record of identifying relevant grant opportunities and securing funding to support programmatic objectives. I conduct thorough research on grant requirements, eligibility criteria, and deadlines, ensuring that grant applications are well prepared and aligned with the needs of adult and children's services. I collaborate with grant writers and program teams to develop compelling proposals that address grant funding requirements and showcase the impact of our programs. Once grants are secured, I manage grant funded programs, ensuring compliance with grant terms, reporting requirements, and budget utilization guidelines. This involves maintaining strong relationships with grantors, providing regular updates on program progress, and demonstrating accountability through transparent reporting on outcomes and impact.

Moreover, I oversee grant performance evaluation, tracking key performance indicators and outcomes to assess program effectiveness and inform future grant applications. This comprehensive experience in financial management, strategic planning, and grant funding processes has equipped me with the skills and knowledge needed to navigate financial challenges, leverage funding opportunities, and support the mission and goals of adult and kids services effectively.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

I had the opportunity to oversee and implement a comprehensive marketing and communications plan focused on advertising our Adult Psycho Social Rehabilitation Group (PSR), kids after-school program, and camp through social media channels. The approach involved a strategic and multi-faceted strategy aimed at reaching distinct target audiences and promoting the unique benefits of each program.

One of the foundational aspects of the plan was audience analysis and segmentation. We conducted thorough research to understand the demographics, interests, and behaviors of adults seeking PSR services, as well as parents interested in after-school programs and camps for their children. This segmentation allowed us to tailor our messaging, content, and advertising strategies to resonate with each audience group effectively.

The development of a content strategy was a key component. We created engaging and informative content, including blog posts, videos, testimonials, infographics, and event promotions, specifically designed to highlight the value propositions of the PSR group, after-school program, and camp. This content was optimized for social media platforms such as Facebook, Instagram, Twitter, and LinkedIn to maximize reach and engagement among our target audiences.

Community engagement played a vital role in the plan's success. We implemented strategies to actively engage with our community on social media, responding promptly to comments, messages, and inquiries. By fostering conversations, sharing user-generated content, and encouraging feedback and testimonials from program participants, we built trust and credibility, ultimately driving interest and participation in our programs.

Advertising campaigns were another essential aspect of the plan. We designed and executed targeted advertising campaigns on social media platforms, leveraging audience targeting features to reach specific demographics, geographic locations, and interests relevant to each program. Regular monitoring and optimization of ad performance metrics allowed us to make data-driven decisions, adjust targeting criteria, and maximize return on investment.

Measurement and analysis were integral to the plan's success. We implemented robust tracking and analytics tools to measure campaign effectiveness, track engagement metrics, and monitor conversion rates. Regular reports and data analysis helped us assess performance, identify trends, and make informed decisions for ongoing optimization and improvement of our marketing efforts.

Overall, overseeing and implementing this marketing and communications plan provided valuable insights and experience in effectively advertising programs through social media channels, driving engagement, and achieving program objectives.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

I have extensive experience in policy development and legislative advocacy, encompassing various roles and initiatives aimed at improving services for children and families. At the Parent Information and Resource Center (PIRC), I have been actively involved in developing internal policies that guide our service delivery, including creating protocols for mental health services, early childhood education programs, and support services for children with special needs. Collaboratively, I worked with local schools, healthcare providers, and community organizations to ensure coordinated care and comprehensive service plans that address child welfare, mental health, and educational support. Additionally, I have written and contributed to grant proposals, securing funding for various children's services, and participated in budget advocacy at local government meetings to highlight the need for increased resources.

1. Name *

Katrina Touchstone

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6. Phone Number *

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8. Occupation *

Pharmacist

9. Current Employer (If applicable) *

HCC

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

I am very familiar with the services offered by the Council. The council helps to fund several activities and programs for children. My vision is to further the initiatives already in place but to also introduce more innovative and focus forward programs, geared to prepare our children for the world they are to face as young adult. I would love to see microprograms, tech programs trade programs, kid entrepreneurs programs etc.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Broward children are facing food insecurity as well as having a safe place to live and play. In addition to mental health challenges. Most children are being raised in a single parent home without structure and support and often these parents are in need of positive viable programs to help with resources and additional care supplementation. Several children are experience great poverty and many are transient and do not have a stable home environment.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

My son is special need. I also take care of special needs children previously. Mental Health and dependency being a health care provider and professional is a daily occurrence to navigate and assist patients. The

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Yes,

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

I have assisted starting up several non profits and helping them to scale up with services acquiring grants and strengthen thier programs and initiative to ensure the goals and vision of the organization is carried out to fruition. Doing root cause analysis and brainstorming in an interdisiplinary team setting to come up with innovative ideas and programs that are results driven and member centric.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

I have experience with short and long range planning but not an extensive knowledge with RBA.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

I volunteer for the a charter school as a board member and treasurer. So I was responsible for financial planning for the entire school term and helping to acquire grants for special programs and initiatives.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

Working for a PBM. I was in charge of pharmacy accreditation and Quality initiatives. I also oversaw processes and developed standard operational procedures that streamline communication and how we brand and market.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

I am also a commissioner for the City of West Park. Former PTA vice President, Current PTA member and community liason for Lake Forest Elementary. On the SAC and SAF committee. I lobby at the county, state and federal level on an array of issues.

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Jeffrey S. Wood

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6. Phone Number *

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8. Occupation *

Attorney

9. Current Employer (If applicable) *

Tripp Scott, P.A.

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes

☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

It has been an absolute honor being appointed to this agency previously as a council member. I have learned a great deal about CSC and its vital role in servicing Broward County's children. My vision for the agency is to continue its great service to the community and expand services to the number of children it serves by building capacity. Awareness of the services is paramount and its grass roots approach in the community must be maintained and expanded where possible. Holding vendors accountable to provide the services within its mission is a constant evaluation. Long time providers must be scrutinized for the services they are paid to provide with a goal to reach as many families as possible within the budget.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

In the years I have been serving, my knowledge of the issues Broward children are facing has grown exponentially by being engaged and reviewing the materials provided the council. The greatest needs trending that we currently face are a serious lack of care providers for our preschool children, mental health issues (both pre and post covid), increased food needs and housing needs for families struggling in our economy, and the education deficit post covid facing our students. The CSC alone cannot solve these issues but is making strides to make a difference in providing as many services as it legally can in these areas.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

I have been blessed to have my legal practice centered on non profit representation, especially in the charter school area. As such, I am on the front lines daily seeing the problems that face families with students that have special needs. Since joining the council, I myself have become a grandparent to a special needs grandson. I daily see and hear the frustration of my own family in finding support and assistance for my grandson as a new student and it has been transformational for my own thought process in this area. Before joining the council, I was an active participant in the Broward court system acting as a legal guardian and handling adoptions so my interface with the family court system in Broward is fully engaged.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

Every start up charter school is essentially a community collaboration, and being involved in the application process from both pre application to community stage is something I have been doing for over 25 years. It all starts with community engagement and assisting the needs of local families with potential students. Every government entity is engaged (local zoning) along with local school districts to assess need and whether the model is a fit for the community. These experiences help me understand the political dynamic that is involved in any endeavor to better the lives of children.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Since joining the CSC Board, I have co chaired the capacity building committee. It has been an awesome experience and I can honestly say that the committee is making a difference in Broward. The concept is simple, not all agencies can get funded. But by building capacity within the non profits serving children in Broward, we can reach more families. Most start up non profits struggle with the same issues as start up businesses: employee issues, volunteers, board members, budgeting, organizational issues, fundraising and mission. The ACB at CSC helps these groups with all their needs and therefore extends its reach beyond its own budgeting capacity.

16. Describe your experience in short and long range planning including your knowledge of Results Based Accountability (RBA), and evidence informed contracting. *

This is an area that my current experience at CSC has helped me tremendously in understanding. CSC is continuously providing information to council member decision makers regarding the success of its vendors in measurements that are results based. Monitoring contracts is a major part of what CSC does and needs to continue to focus on. Taxpayer money should only go to those vendors that can demonstrate with fact based evidence that they are making a difference for Broward's children.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

In my legal practice in representing non profits, financial management is one of the core issues I address daily. Assistance with grant compliance and grant writing is a major aspect of my practice. Navigating ESSER funding has been a challenge for all school systems and even more challenging for charter schools. Understanding the process is an essential step to ensuring financial planning and fiscal management for any non profit.

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

As the 15 year plus president of the Statewide Amateur Hockey Association of Florida (SAHOF USA Hockey Affiliate), we are constantly engaged in communication and marketing efforts for our sport. We have over 16,000 active members and are one of the fastest growing affiliates because we spend time on marketing and growth initiatives. In my time at CSC, I have to say that one of the best assets of the agency is its community outreach it is second to none.

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

My legal practice involves substantial involvement in the legislative process. I have used that experience to actively engage CSC governmental affairs initiatives and have been supportive of its agenda. I fully support and agree with the current direction of the CSC to have this area focus on local relationships since the council is already fully represented in Tallahassee by the statewide association of councils. Having a local influence can open up more opportunities and give information to the local municipalities regarding the services we support and better judge the needs of the local community. The council and CSC staff are fully capable of making sure the legislature is aware of our needs and CSC does an excellent job.

1. Name *

Jacques Wright

2. Street Address *

[REDACTED]

3. City *

Hollywood

4. State *

Florida

5. Zip Code *

33020

The value must be a number

6. Phone Number *

[REDACTED]

7. Email Address *

[REDACTED]

8. Occupation *

Pastor/Chaplain

9. Current Employer (If applicable) *

New Hope M. B. Church

10. Are you an officer, director, or employee of an organization that receives more than 10% of the agency's budget from the CSC and/or is any portion of your salary paid by the CSC?

If yes, email your conflict letter stating your intention to resign if appointed to boards@broward.org.

*

☐ Yes☒ No

11. Please explain your familiarity with the work of the Children's Services Council of Broward County to date and your vision for the organization moving forward. *

We service as a resource center, host after school activities, performing arts for under privileged youth in urban areas and aid as advocates for children and families who were victims of child trafficking.

12. Describe your knowledge of the issues and problems facing Broward's children and families, and the policy issues currently facing the children's services system. *

Children in Broward County face challenges like no transportation from afterschool programs, youth getting involved in the diversion behavior, creating safe spaces for youth to talk about challenges and also helping youth academically.

13. What experience do you have and /or what activities have you participated in which support Broward's children and families, specifically children with special needs; juvenile justice; after school programs; early childhood education; mental health; dependency? *

We have attended Youth Justice Day at The Urban League of Broward County. We open our doors to youth for community service hours. We are partnering with the local police department and youth to build health relationships.

14. Have you had any experience working with community members to find innovative solutions to enable children to live and thrive and /or participated in developing or funding community collaborations/partnerships to address the findings? Please describe the issue and your involvement, including all levels of collaboration (i.e., policy, organizations, municipal, neighborhood, youth, family, etc.). *

I'm currently working with community members, city officials and local law enforcement to empower and mentor youth.

15. Describe your experience with organizational development and capacity building for nonprofit organizations *

Case management, developing curriculum for after programming, summer programs, mentoring, building stronger communities between youth and law enforcement.

16. Describe your experience in short and long-range planning including your knowledge of Results Based Accountability (RBA), and evidence-informed contracting. *

As a result of building stronger communities, our mentoring at-risk minorities, we have grown from mentoring 15 to 56 young people. As a result of aid college-aged students and young adults, we have successfully place 10 in careers or internships that lead to the completion of community service hours, quarterly.

17. List your experience (professional or volunteer) with financial management, financial planning and grant funding requirements / processes. *

Budget for school and summer programs,
400,000.00
Food; 21,000.00
Transportation; 10,900.00
Entertainment; 15,000.00
Honorarium/Guest Speaker; 3,500.00
Valued Added(program enhancement); 15,000.00
Staffing; 185,000.00

18. Please describe any experience you have had overseeing or implementing a marketing and communications plan. *

6 months planning committee, 4th month partnerships and networking, 3rd month flyers, radio station infomercials, 2nd month street team created to reach the masses, one on one, social media platforms, etc.,

19. List your experience (professional or volunteer) with policy development and legislative advocacy. *

Creating CDC broad in connection with 501C3, Partnering city's Vice-Mayor, and partnering with feeding programs, DCF, and community development organizations; MLK.