

KELLEY BARNES

Kelley Barnes is the Director of Education & Post-Secondary Programs for Boys & Girls Clubs of Greater Kansas City where she oversees educational and career related partnerships and opportunities for Club members ages 5-18. For the past 16 years, she has dedicated her career to helping children find their passion and prepare for their future. She has worked as a middle and high school teacher with Kansas City Public Schools and the Hickman Mills School District, and worked as a Secondary and Post-Secondary Coach for Kauffman Scholars, Inc.

Kelley is passionate about helping others live up to their full potential and believes that this starts with all children having access to high quality educational experiences. She approaches the work she does by keeping in mind one very powerful quote by the great President Barack Obama: "Education is no longer just a pathway to opportunity and success, it's a prerequisite to success."

She is a firm believer that it takes a village to raise a child, hence her involvement in organizations such as Centurions, Lead to Read, Prep KC, Suburban Balance and her beloved sorority, Delta Sigma Theta Sorority, Inc.

Kelley is married with 2 children but considers all children she has had the pleasure of working with, hers. In her spare-time she enjoys spending time with family and volunteering in the community.

KELLEY J. BARNES

409 NE PARKS EDGE DRIVE | LEE'S SUMMIT, MO | 64064

CONTACT



[REDACTED]



[REDACTED]

PROFESSIONAL PROFILE

Experienced, research and results-driven education professional that possess dynamic leadership ability. Demonstrated repeat success in exceeding goals and objectives pertaining to educational outcomes, management, and engagement strategies.

CORE COMPETENCIES

- Strategy Implementation
- Program Development
- Engagement Initiatives
- Project Management
- Positive Community Relations
- Data Analysis
- Resource Allocation
- Instructional Delivery
- Recruitment & Retention strategies

EDUCATION

Master of Arts, Teaching

University of Central Missouri, May 2010

Bachelor of Science, Biology

Jackson State University, May 2005

LEADERSHIP

- Centurions Leadership Program, Fall Class of 2022
- Teacher of the Year nominee, 2010
- Exemplary Service to Youth award- Boys & Girls Clubs of Greater Kansas City, 2019
- UMKC, IHD Positive Youth Behavior Advisory Council
- Trauma SMART trained & certified

EXPERIENCE

Boys & Girls Clubs of Greater Kansas City Kansas City, MO
Director, Education & Post-Secondary Planning 2015 - Present

- Created a comprehensive program for clubs to follow to prepare teens for the workforce and introduce them to various professions through exposure.
- Strengthened new teen member intake by formalizing the onboarding process and incorporating best practices to assist youth with college and career exploration.
- Restructured existing programmatic offerings to be more experiential to fit within the new education program model.
- Seek funding opportunities to support age appropriate educational opportunities and initiatives for members.
- Manage all educational programs and grant deliverables to ensure compliance with funders and Boys & Girls Clubs of America.
- Engage community organizations, post-secondary institutions, and volunteers to provide additional resources and opportunities to members at no cost to the organization.
- Manage partnership with Kansas City Public School District to provide academic support to over 500 students to reduce summer learning loss.
- Supervise Teen Services Directors and assist them in reaching recruitment and retention goals.
- Facilitate College & Career Advisory Council meetings and subcommittee meetings focused on providing benefits to students to assist them in bridging the gap between their post-secondary and career goals.

Full Employment Council of Kansas City Kansas City, MO
Project RISE program Coordinator 2014 - 2015

- Advised clients in the areas of academic, social, and professional development to advance their educational and career status.
- Monitored and tracked student's academic progress toward obtaining their high school equivalency and on the job training experiences.
- Coordinated outreach efforts to recruit students and engage community members in various FEC programs and activities.

REFERENCES

Tanesha Ford
Executive Director
Kauffman Scholars, Inc.

 (816) 932-1401

 tford@kauffmanscholars.org

Jamie Lewis
Director of Outcomes & Measurement
Boys & Girls Clubs of Kansas City

 (816) 361-3600

 jlewis@helpkckids.org

Murray Woodard
Program Officer
Ewing Marion Kauffman Foundation

 (816) 914-1906

 mwoodard@kauffman.org

Missouri Charter Public School Association
Professional Services Coordinator

Kansas City, MO
2013 – 2014

- Implemented and executed the organization's membership benefits and programmatic offerings in Kansas City and St. Louis.
 - Made strategic decisions and identified key needs among charter schools and associate members.
 - Developed a robust professional services strategy with actionable objectives for addressing member school needs through revenue generating offerings.
 - Assisted in the development of school improvement intervention strategies and the marshaling of MCPSA resources for assisting member schools.
-

Kauffman Scholars, Inc.
Post-Secondary & Secondary Coach

Kansas City, MO
2011 – 2013

- Traveled to various post-secondary institutions to meet with students, track their academic progress, and utilization of campus resources.
- Built positive relationships with campus faculty and staff, while serving as the liaison between Kauffman Scholars, Inc., and the post-secondary institution.
- Managed a cohort of over 80 students to ensure that they were in good standing at their respective universities, and with Kauffman Scholars, Inc.
- Assisted students with FAFSA completion, Student Aid report retrieval, SAP, and how to complete the verification process.
- Utilized assessment data to drive course selection and supplemental instruction.
- Engaged parents by conducting regular meetings regarding their student's progress to provide information and address opportunities for improvement.
- Guided students in seeking additional scholarships and selecting a "best fit" college/university.

EARLY EXPERIENCE

Hickman Mills School District
Biology Teacher

Kansas City, MO
2007 – 2011

- Led a group of ten interdisciplinary teachers during daily professional learning communities, facilitating analysis and process improvement related to district data and trends.
 - Collaborated with school district officials, board members, parents and community members regarding district-wide policies and procedures, strategies, and implementation.
 - Allocated funds for departmental materials and resources by working within an established budget as Department Chair.
 - Consistently increased learner performance and competency by over 40% each quarter.
 - Served as a member of the school data team that made policy and implementation decisions and set goals pertaining to school improvement.
-

Kansas City Public School District
General Science Teacher

Kansas City, MO
2006-2007

- Effectively utilized research based instructional practices to differentiate instruction and help students understand abstract concepts, solve problems, and develop critical thought processes.
- Objectively evaluated student performance using formative and summative assessments, and interpreted quantitative data based on student learning and test scores.

ARDIE BLAND

Professional Biography Judge Ardie A. Bland

Judge Ardie Bland, was born in Kansas City, Missouri, on November 19, 1970. He graduated from Lincoln College Preparatory Academy in 1988. He attended college at Truman State University, formerly Northeast Missouri State University in 1992, with a Bachelor of Science in Economics. While at Truman State University, he was obtained membership in the Order of Omega, an honor Fraternity. He became a member of Alpha Phi Alpha Fraternity, Inc., where he developed a passion for community service. Judge Bland became Missouri State President of the Organization, National Brother of the Year Finalist, and the National Belford V. Lawson Oratorical Contest finalist. The latter helped drive him to want to attend law school. Judge Bland attended Drake University Law School in Des Moines, Iowa, in Fall of 1992. While a student at Drake University, Judge Bland obtained a place on the Trial Advocacy Team. He also served as the National President of the National Black Law Students Association, the premier organization representing the interests of African American Law Students across the country. In 1995, Judge Bland graduated with his Juris Doctorate degree from Drake University Law School. Judge Bland worked for the Pendleton Law Firm in Kansas City, Missouri, for a year.

In 1996, Judge Bland served as the law clerk for, the Honorable Thomas H. Newton, on the 16th Judicial Circuit. (Judge Newton currently serves on the Western District Court of Appeals for Missouri). In 1997, Judge Bland went to work for the Social Security Administration in the Office of Hearings and Appeals in Kansas City, Missouri. There he wrote several thousand legal decisions for Administrative Law Judges across the country to either grant or deny social security benefits. In approximately 1998, Judge Bland worked part time as a part of the firm of Persley & Associates, LLC, and subsequently began his own firm the Law Offices of Ardie A. Bland, LLC. In 2004, Judge Bland went into his own practice full time and left the Social Security Administration. Throughout his practice, Judge Bland worked primarily in the areas of Criminal Law, Family Law, Juvenile Law and Municipal Court work.

In April 2008, Judge Bland was nominated and appointed as a Municipal Court Judge for Division 205, of the Kansas City, Missouri Municipal Court. Judge Bland has been retained by the voters of Kansas City, Missouri three times since he was appointed. Judge Bland is currently the Veterans Treatment Court Judge. In August 2008, Judge Bland, began research to develop a Veterans Treatment Court with the assistance of the Municipal Court, the Veteran's Administration and interested members of the community to assist veterans in resolving their legal issues, helps them with housing, employment, mental health and dependency issues. In August 2009, the Veterans Treatment Court officially started and has serviced well over 100 veterans. His work in this program laid the groundwork for the state level Veteran's Treatment Court presided over by Judge David Frye, of the 16th Judicial Circuit. Judge Bland's court also became a court of support and observation for the first Veteran's Treatment Court in Johnson County Kansas.

In March 2011, Judge Bland was reelected to his second term as Judge of Division 205, of the Kansas City, Missouri Municipal Court. In August 2012, Judge Bland was selected Presiding Judge for the Kansas City, Missouri Municipal Court and served until January, 2014. For a period of about five years, Judge Bland has served as either the Presiding Judge or the Presiding Judge Pro Tem for the Kansas City, Missouri Municipal Court. In November 2012, Judge Bland developed a truancy court which was tasked with increasing poor attendance rates through improving communication with surrounding school districts and parents regarding issues that interfere with student attendance. In June 2015, Judge Bland was appointed as the judge for the Kansas City, Missouri Municipal Mental Health Court with his duties starting August 1, 2015.

Judge Bland currently serves on the board of the Missouri Municipal and Associate Circuit Judge's Association and was appointed by the Supreme Court of Missouri to serve on the Municipal Judges Education Committee for the State of Missouri where his main focuses have been Judicial Ethics and Judicial Administration. In June 2016, Judge Bland was appointed by Missouri Supreme Court Chief Justice Breckenridge to serve on the Missouri Municipal Committee for Practice and Procedure in Municipal Division Cases. Judge Bland also was served on the sub-committee that developed the Minimum Operating Standards that all municipal judges are required to perform across the state of Missouri. In December 2020, Judge Bland was elected by his colleagues to serve as the Presiding Judge for the Kansas City, Missouri Municipal Court and he is serving in his second one year term as the presiding judge. Judge Bland continues to stand poised and ready to serve as a judge that understands the complexities of our community especially as it involves substance abuse and mental illness. Judge Bland endeavors to provide competence as well as justice, mercy and fairness to the citizens of our community.



ARDIE ANTON BLAND

Office:
511 E. 11th Street
Division 205
Kansas City, MO 64106

Home:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Summary

Experienced Judge for over 13 years with a dedication to civility, fair interpretation of the law and educating others. I have a demonstrated reputation for working with treatment courts to reduce recidivism and improve outcomes for the community and law enforcement.

Education and Training

Drake University Law School | Des Moines, IA, **Juris Doctorate.**, 05/1995

Truman State University (NEMSU) | Kirksville, MO, **Bachelor of Science** in Economics, 05/1992

Experience

City of Kansas City, MO | Kansas City, MO

Municipal Court Judge

04/2008 – Current

- Served as Judge for over 13 years handling six high volume dockets per day with up to 250 cases per day in the largest municipal court in the State of Missouri.
- Assessed admissibility and relevance of evidence, motions and pleadings to ensure fair proceedings.
- Read and analyzed legal documents to make informed decisions on pre-trial issues, motions and final rulings.
- Listened to plaintiff and defendant's testimony and arguments to establish facts of case.
- Contributed to development, planning and completion of project initiatives.
- Participated in court committees to resolve issues regarding administration and court policies
- Provided leadership and supervision to Veterans Treatment Court, Mental Health Court and Truancy Court teams.
- Preside over trials and hearings in cases of assault, DUI, obstructing and resisting, property destruction, traffic, etc.
- Serving as Presiding Judge to lead and supervise 80 employees to maintain court compliance.

Self-employed | Kansas City, MO
Law Offices of Ardie A. Bland, LLC

01/1998 - 12/2008

- Maintained current knowledge of laws to provide clarification on legal concerns.
- Reviewed legal materials for compliance to assess legal, risk and compliance matters to determine organizational plan of action for my business clients

- Prepared pretrial motions and discovery
- Tried misdemeanor and felony criminal cases, family law cases and civil cases in Municipal, State and Federal courts
- Negotiated civil dispute settlements to minimize payment or maximize receipt of monetary damages.
- Communicated effectively with clients to interpret laws, rulings and regulations which affected each case.
- Selected jurors, conferred with judges and opposing counsel to discuss and settle case disputes.
- Propounded discovery documents such as form interrogatories and took depositions to discover facts
- Evaluated data involving assets, liabilities and surpluses.
- Investigated retaliatory and discriminatory employment claims.

Social Security Administration Office
of Hearing Office of Hearings and
Appeals | Kansas City, MO
Decision Writer
06/1997 - 6/2004

- Wrote two thousand (2,000) legally defensible decisions either granting or denying disability benefits while meeting expected writing quotas.
- Examined over one thousand (1,000) cases and recordings of administrative hearings regarding claimant's benefits
- Gained valuable knowledge and experience regarding mental and physical limitations of disabled individuals.
- Learned appropriate judicial demeanor and temperament and learn first-hand knowledge of judicial practices and procedures.
- Reviewed complex issues and medical records to make determinations to grant or deny disability benefits.

Honorable Thomas H. Newton |
Kansas City, MO
**Law Clerk-Jackson County
Circuit Court**
06/1996 - 6/1997

- Assisted in setting court dates and times for court hearings and case management and jury preparation.
- Researched legal authority and black letter law to compare case fact patterns to precedents to determine outcomes.
- Drafted and reviewed orders, judgments and opinions
- Observed court conferences, trials, and motion hearings to learn appropriate judicial demeanor and temperament to learn first-hand knowledge of judicial practices and procedures.
- Drafted legal correspondence and orders.

Activities and Honors

- The Missouri Bar, 1997 - Present
- Kansas City Metropolitan Bar Association, 1998 - Present
- Jackson County Bar Association, 1998 - Present
- Missouri Municipal and Associate Circuit Judges Association, 2008- present
- American Judges Association – 2015-present (Board of Governors)
- Clay County Bar Association - 2018-2019
- Missouri Municipal and Associate Circuit Judges Association Executive Board Member Since 2014 and currently 2021-2022 President
- Member of Alpha Phi Alpha Fraternity, Inc. 1989-Present
- Received the Community Guardian Award 2020-2021
- Missouri State University Women in Leadership Advisory Board 2021- present

Missouri Supreme Court Appointments

- Municipal Judge Education Committee (MJEC) – 2012-present – I serve as an instructor in judicial administration and ethics for new and provisional judges in the State of Missouri at the Municipal and Associate Circuit levels
- Committee on Practice and Procedure in Municipal Division Cases – 2015-present – Serve the Supreme Court of Missouri by writing and reviewing judicial practices and procedures to be approved by the Supreme Court of Missouri

Publications/Trainings

- Speaker: “Why Alcohol Monitoring is Critical to Improving Veterans Treatment Outcomes” Washington, D.C., December 3, 2013
- Speaker: Judicial Administration and Ethics, Municipal Judge Orientation, Jefferson City, MO, November 9, 2013
- Speaker: “Story for Continuous Alcohol Monitoring,” Osage Beach, MO, April 4, 2013
- Speaker: Municipal Judge Education Committee, Judicial Ethics, 1 hour, Jefferson City, Missouri, October 16, 2015,
- Speaker: Municipal Judge Education Committee, Judicial Ethics – Top Ten Complaints Made Against Municipal Judges. 1 Hour Ethics, Jefferson City, Missouri, April 29, 2016
- Speaker: Municipal Judge Education Committee, Courtroom Procedure and Judicial Administration – 2 hours Seminar, Jefferson City, Missouri, October 7, 2016
- Speaker: Missouri Municipal and Associate Circuit Judge Association, Regional Seminar, SB5 & SB 572 Update, 2 hours Seminar, Springfield, Missouri, November 4, 2016
- Speaker: Missouri Government Finance Officers Association, “The Impact of Supreme Court Rule 37 & New Operating Standards on Municipal Courts,” 1.5 hours, Camdenton, Missouri, May 12, 2017.
- Speaker: Missouri Municipal and Associate Circuit Judges Association, Minimum Operating Standards Compliance Panel – 3 hours, Ozark, MO, May 24, 2017
- Speaker: Missouri Municipal and Associate Circuit Judges Association, Regional Seminar – Minimum Operating Standards and Presiding Judge Checklist, 1.5 hours, Springfield, MO, November 3, 2017.
- Speaker: Missouri Association of Court Administrators, Minimum Operating Standards Panel, 1.5 hours, Ozark, Missouri, 1.5 hours, May 23, 2018.
- Speaker: Missouri Municipal and Associate Circuit Judges Association, Regional Seminar, Caselaw Update, 1 hour, Lees Summit, MO, November 9, 2018.
- Speaker: Missouri Association of Court Administrators, Minimum Operating Standards, 2 hours, Ozark Missouri, May 21, 2019
- Speaker: Missouri Municipal and Associate Circuit Judges Association, Minimum Operating Standards for Full Time Courts and Associate Judges, Moderator and Panelist, 2 hours, May 23, 2019,
- Speaker: Missouri Municipal and Associate Circuit Judges Association Regional Seminar, Caselaw Update, 2 hours, Lees Summit, MO, November 1, 2019.
- Speaker: Western Association of Court Administrators, Rule 37 and Court Procedures, 2 hours, Independence, MO, November 8, 2019
- Speaker: AdHoc Webinar Series: “Epidemic of Violence; Black in Blue, Improving the Criminal Justice System from Within.” (Virtual); Panelist, 1.5 hours, June 26, 2020.
- Speaker: Missouri Municipal and Associate Circuit Judges Association Conference (Virtual), “Medical Marijuana in Missouri and Impacts on the Courts: Courting Marijuana”, 1 hour, Ozark, MO, August 12, 2020

- Speaker: Importance of Veterans Treatment Courts/Veterans Benefits Panel (Virtual), Kansas City, MO, .5 hours, November 7, 2020.

CATHY COWAN

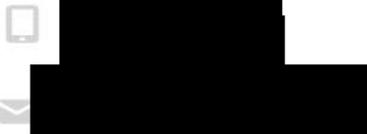
I am a Kansas City native and have traveled and lived abroad. After high school in KC, I attended both Temple University and John Jay College attaining a Masters Degree in Public Administration under the Inspectors General track. Once I started a family of my own, we relocated to Atlanta, GA and traveled abroad with my husband who played professional basketball overseas. I am a committed and extremely active mother of two children who attend University Academy. I am equally committed to my professional life as I am in my personal life.

I own and operate a small business called On the Rocks Gourmet Jams that I started with no business background five years ago. With the nuances of operating a business, I've gained an insurmountable amount of knowledge through hands-on experience. I have over 10+ years of experience offering a diverse mix of marketing management skills. I'm adept at planning and executing marketing initiatives and leveraging networks/vendor relationships to enhance business development and maximize operational proficiency & customer experience.

CATHY COWAN

INTEGRATED MARKETING MANAGER

Contact



Atlanta, GA

<https://www.linkedin.com/in/cathy-cowan-03b14462/>

Education

MASTER'S DEGREE/
PUBLIC ADMINISTRATION
John Jay College of Criminal Justice

BACHELOR OF SCIENCE
John Jay College of Criminal Justice

Volunteer Work

ENGLISH AS A SECOND
LANGUAGE TEACHER /
BUENOS AIRES/
ARGENTINA

AMERICAN CANCER
SOCIETY MARKETING AND
DONOR MANAGEMENT /
ATLANTA, GA

Profile

Quality-driven marketing professional with 12 years of experience offering a diverse mix of marketing and product management skills. Adept at planning and executing marketing initiatives and leveraging networks/vendor relationships to enhance business development and maximize operational proficiency & revenue. Proven ability to monitor program budgets and manage Sales and Operations initiatives to complete projects on time and under budget.

Experience

MARKETING MANAGER

LEGOLAND & SEA LIFE | KANSAS CITY, MO | 2021 - PRESENT

- Consistently deliver budgeted volume, revenue/sales, EBITDA, KPIs and visitor numbers to both attractions.
- Ensure integration across activity and campaigns in line with brand, product development and tactical activity marketing support for Sales and Operations initiatives to increase sales and maximize profitability.
- Plan, deliver & execute marketing plans for cluster across all disciplines, including media, PR, schools, online and Trade, against commercial and financial results in line with the overall objectives of the business and attraction / cluster and brand strategy program budgets and communicate the marketing plan's status clearly.

MARKETING MANAGER

BLUE CROSS AND BLUE SHIELD | KANSAS CITY, MO | 2020 - PRESENT

- Oversee creative strategy, development, and execution across channels and products, offers, and initiatives to maximize revenue.
- Administer marketing support for Sales and Operations initiatives to increase sales and maximize profitability.
- Assess situations periodically to identify risks and devise ways to mitigate them to guarantee 100% company security.
- Monitor program budgets and communicate the marketing plan's status clearly, verifying under budget project creation and execution.
- Partnered with agencies to develop marketing initiatives that delivered a 42% reduction in CPAs in 2020.

Skills

Microsoft Office Suite

AEM

Salesforce

Google Analytics

Adobe Creative Suite /InDesign /
Illustrator

Canva

Final Cut Pro

CRM Software

Workday

Project Management

Program Management

Reporting & Analysis

Leading Initiatives

Marketing

Contract Negotiations

Audits

Compliance

Social Media Management

- Developed acquisition campaign with the agencies, driving leads at a 31%+ higher than originally benchmarked.
- Created Key Performance Metrics that were critical to optimizing Return on Investments, boosting revenue by 20% in 2020.

MARKETING & COMMUNICATIONS MANAGER

ON THE ROCKS JAMS | ATLANTA, GA | 2015 - 2020

- Developed recognition and leadership training routines, resulting in a 15% increase in employee engagement.
- Oversaw high volume workflow and 10+ staff spanning two states, forming strategic sales and business partnerships with six specialty stores and restaurants to maximize revenue.
- Engaged four markets in Argentina and completed projects ahead of schedule 75% of the time exceeding revenue goals by 33%.
- Negotiated with vendors to obtain the best possible pricing while maintaining quality saving \$30K+ in revenue annually.
- Launched 11+ products, identified opportunities, researched new product possibilities, collaborated with the engineering team, and created campaigns generating 40% in recent sales.
- Supervised 20+ marketing and communications staff and managed consultants and subcontractors to optimize performance and maximize productivity.

SENIOR COMMUNICATIONS SPECIALIST

EMBLEMHEALTH | NEW YORK, NY | 2008 - 2015

- Directed and facilitated executive meetings with internal and external clients discussing contract negotiations, marketing initiatives, compliance, and risk analysis, saving the company \$135K.
- Analyzed and implemented successful marketing strategies by auditing and forecasting performance, developing pricing strategies and marketing plans, improving sales goals by 25%.
- Oversaw marketing initiatives and collaborated with cross-functional teams to increase brand awareness.
- Developed innovative approaches to increase revenue by 50%+, which decreased production cost and time by 30%.
- Leveraged strengths in cost-effective marketing management and vendor negotiations ending the year average of 15% under budget.

ASHLEY GARRETT

Ashley N. Garrett



Ashley Garrett is an attorney at Cummings, McClorey, Davis & Acho P.C. in the Kansas City office. There, she focuses her practice on insurance defense, municipal law, law enforcement defense, and employment litigation. She is an experienced litigator who secures positive results for her clients through a combination of skilled advocacy, early and detailed analysis of the facts and issues, and extensive preparation. She has tried several employment litigation jury trials and litigated those cases in the Eighth Circuit and Western Court of Appeals in Missouri.

Prior to joining CMDA, she served as the Deputy County Counselor of Jackson County, Missouri for six years where she advised and provided legal representation to departments, directors, and employees of Jackson County while also protecting the interests of their citizens. She defended Jackson County and its employees against civil lawsuits, including lawsuits involving the Department of Corrections, the Sheriff's Office, and the Department of Collections at the administrative, state, federal, and appellate level. Ms. Garrett successfully defended employment and civil litigation cases in jury trials. She also has experience with delinquent property tax issues, the state tax commission, probate/mental health division, and other areas. Before working with the Office of the County Counselor, she worked for the Missouri Public Defender System as an attorney for the public defender's office.

Ms. Garrett obtained a Bachelor of Arts degree, magna cum laude, from Clark Atlanta University in 2007 where she became a member of Alpha Kappa Alpha Sorority, Incorporated. Ms. Garrett continues to be an active member in her sorority. She was previously the Graduate Advisor at University of Missouri, Kansas City and is now the Connection and Social Action committee chair. She also obtained a Juris Doctor degree from University of Arkansas in 2010.

Ashley N. Garrett



BAR MEMBERSHIP

Missouri Bar, September 2010
U.S. District Court, Western District of Missouri, September 2010
Kansas Bar, February 2011
Eighth Circuit Court of Appeals, October 2017

EMPLOYMENT HISTORY

Cummings, McClorey, Davis & Acho P.C. March 2021-present
Associate Attorney

Duties include providing legal defense representation for cities and schools throughout Missouri and Kansas, primarily focused on personal injury, insurance defense, and law enforcement defense. I also represent individuals and companies on a variety of employment matters, such as investigation, policy development, and discrimination lawsuits; property damage matters; breach of contract claims; and personal injury matters. As an experienced litigator and trial attorney, I handle all facets of litigation, from the initial pleading stage to trial.

Jackson County, Missouri June 2015-March 2021
County Counselor's Office
Senior Assistant County Counselor

Duties include initiation, prosecution and defense of civil litigation on behalf of the County, advising elected officials, county departments, directors, staff, boards and commissions regarding civil matters, and advising County officials and management at the highest levels in the formulation or modification of County policies and goals. As Senior County Counselor, I maintain a caseload of litigation focusing primarily on constitutional violations, premise liability and personal injury. In that capacity, I research jury instructions, statutes and relevant case law, conduct discovery, file relevant motions, participate in mediation, settlement conferences and all phases of trial and any subsequent appeals. Most recently, I first-chaired one (1) trial, which resulted in a defense verdict and pending in the Eighth Circuit Court of Appeals, following an appeal from the plaintiff.

Missouri Public Defender System March 2011-June 2015
Kansas City Trial Office
Assistant Public Defender III

Duties included providing legal representation to various indigent individuals, adult and juvenile, accused of a crime(s) in Jackson County, Missouri. Legal representation includes drafting relevant memoranda and attending various hearings, including but not limited to, preliminary hearings, arraignment, pre-trial conferences, suppression hearings, 491 Hearings, bond hearings, trial, and sentencing hearings. As an Assistant Public Defender, I have first-chaired seven (7) trials and four (4) adjudication hearings for juvenile clients. I have also second-chaired three (3) adult jury trials.

Ashley N. Smith, Attorney at Law, LLC October 2010-March 2011
Kansas City Metropolitan
Solo Practitioner
Duties included the general practice of law, including traffic, civil and criminal matters.

EDUCATION

University of Arkansas Juris Doctor 2010

Board of Advocates
Negotiation & Spring Moot Court Team Organizer
Trial Advocacy Competition Team

William H. Sutton Barristers' Union Trial Competition
"Sweet Sixteen" Finalist
Phi Alpha Delta

Black Law Student Association - Secretary
International Law Society – Secretary
Moot Court Competition

Women’s Law Student Association
LexisNexis Professional Research Certification

William & Mary Law School
Studied abroad in Madrid, Spain

Summer 2008

Clark Atlanta University, Atlanta, GA
Magna Cum Laude

Bachelor of Arts May 2007

ACTIVITIES

Children’s Emergency Fund, Board Member
KCMBA Ross T. Roberts Trial Academy Graduate
KCMBA Bar Leadership Academy Graduate
Kansas City Metropolitan Bar Association
Jackson County Bar Association
Association for Women Lawyers of Greater Kansas City
Eastern Jackson County Bar Association
Alpha Kappa Alpha Sorority, Incorporated, Beta Omega Chapter, Connection and Social Action Committee Chair

KENNETH GARRETT

Kenneth R. Garrett III was appointed as Circuit Judge in October 2013 by Governor Jay Nixon. Judge Garrett had served as an Associate Circuit Judge in Jackson County from 2010 – 2013. Prior to his appointment to the Court, Judge Garrett served as an Assistant Prosecuting Attorney for Jackson County since 2004. During that time, he prosecuted criminal cases of all types and also worked closely with community groups on behalf of the Prosecutor's Office to improve community safety and enhance the relationship between the office and the community. Prior to joining the Jackson County Prosecuting Attorney's Office, Judge Garrett worked as an Assistant Attorney General for the State of Missouri representing various state agencies in civil matters.

Judge Garrett is from Kansas City, Missouri and earned his law degree from the University of Missouri-Kansas City School of Law. He also received his Bachelor of Arts Degree in Political Science and his Master's Degree in Public Administration from UMKC. Judge Garrett has also served as an instructor in strategic business planning and policy at Baker University in Overland Park, Kansas.

Judge Garrett is a member of the Missouri Bar Association, Kansas Bar Association, American Bar Association, Jackson County Bar Association and the Kansas City Metropolitan Bar Association.

KYLE HOLLINS

Kyle Hollins: Lyrik's Institution

Lyrik's Institution is a cognitive-based program that engages with youth in and out-of-school as well as in summer programs to support positive behavior change through engagement in creative arts. Kyle Hollins started Lyrik's Institution in 2019 after completing time in prison during which he became interested in the cognitive behavioral strategies and practices that can help change people's mental and behavioral frame from one of conflict, anger and violence to positive expression, problem-solving and leadership.

Hollins is located at Northeast High School in the Kansas City Public Schools. He works with high school youth and offers community programs to help young people develop healthy avenues for "telling their stories and sharing their realities" through engagement in visual and literary creative arts and other community-based activities.

Hollins said he became a student of cognitive behavioral therapy during his time in prison where he also pursued his own growth as a program leader and instructor. He voiced that the practices he embraced and studied helped him gain understanding of how his own mindset, thinking and actions in life before prison put him on a continuously risky path. While working on his own thinking and behavioral response patterns, Hollins grapples with the recognition and emotional pain that comes from the reality that he was not present to guide and support his daughter due to his own actions.

Hollins mentored other men in prison and developed the organizational structure for the program that became Lyrik's Institution. Within a few months of leaving prison in 2019, Hollins formed a limited liability corporation and in 2020 filed to establish the 501c3 nonprofit organization, Lyrik's Institution.

Lyrik's programs include the Power Moves Scholar Forum, a process for helping schools understand concerns and community issues from students' perspectives and to help school administrators and teachers pull together appropriate resources to help meet students' needs. Lyrik's also provides professional development for teachers and administrators, provides training in positive behavioral support and classroom management, encourages parent engagement, and provides social skills training for youth.

"We help students develop positive coping skills by taking intentional approaches and using examples that they can culturally relate to in order to help them gain self-awareness, use critical thinking and develop emotional intelligence," Hollins said.

Kyle Hollins has traveled a road that is all too common to men and women that come from humble beginnings. He went through Homelessness, Drug Sells, and Gang Life which landed him incarcerated for 90 plus months. He is now a seminary student and an attributed writer. Between teaching, public speaking, and using the science of Cognitive Behavioral Therapy, he is now able to give back to a community from which he felt he took so much from.

MELESA JOHNSON

MELESA N. JOHNSON

EXPERIENCE

Office of Mayor Quinton Lucas, Kansas City, MO Winter 2021 - Present

Deputy Chief of Staff/General Counsel

- Manages high-priority policy issues and strategic planning in the areas of violence prevention, violence reduction, and women and minority owned business amplification.
- Serves as a liaison between the Mayor's Office and the Kansas City Police Department.
- Assists with general community engagement and event attendance in lieu of the Mayor, when needed.
- Handles all legal matters, including Sunshine law requests, on behalf of the Mayor's office.

Seyferth Blumenthal & Harris, LLC, Kansas City, MO Fall 2019 – Winter 2021

Associate Attorney

- Specialized in the areas of employment law, general commercial litigation, and insurance defense.

U.S. Magistrate Judge Willie J. Epps, Jr., Jefferson City, MO Summer 2018 – Summer 2019

Term Judicial Law Clerk

- Drafted legal opinions, research issues before the court, and daily docket management.

Baker Sterchi Cowden & Rice, LLC, Kansas City, MO Summer 2016 – Summer 2018

Associate Attorney

- Specialized in the areas of personal injury defense, premises liability, product liability, and employment law.

Jackson County Prosecutor's Office, Kansas City, MO Fall 2014 – Summer 2016

Assistant Jackson County Prosecutor

- 2016 Internship Program Coordinator
- 2015 Rookie of the Year Award Recipient

Missouri Supreme Court, Jefferson City, MO Spring 2014

Judicial Law Clerk to the Honorable George Draper, III

- Researched issues before the Court; assisted with research and analysis of legal opinions.

Smith and Parnell, LLC, Columbia, MO Summer 2013 – Summer 2014

Associate

- Performed legal research and writing regarding family law, personal injury law, and criminal law matters.
- Drafted settlement demand letters on behalf of injured clients.

Missouri Attorney General's Office, Jefferson City, MO Summer 2012

Intern

- Conducted legal, factual, and investigative research for the agriculture and environment division.
- Prepared the first criminal case template for the Canine Cruelty Prevention Unit.

Honorable United States Congressman Emanuel Cleaver II Summers 2010 & 2011 (Washington D.C.)

US Congressional Intern

Summer 2009 (Kansas City, MO)

Hardwick Law Firm, LLC., Kansas City, MO Summer 2009

Administrative Assistant

BAR ADMISSION

Missouri, September 2014 (#67077)

COMMUNITY INVOLVEMENT

- COMBAT Crime Commission, *Former 2nd Legislative District Member*
- Alpha Kappa Alpha Sorority, Inc., *Member*

- Jackson County Bar Association, *Parliamentarian*
- Eitas Developmental Disability Services of Jackson County, *Former Board Member*
- Boys and Girls' Club of Greater Kansas City Emerging Leaders Counsel, *Board Member*
- Teach for America Champions Board, *Board Member*
- Englewood Arts, *Board Member*

EDUCATION

University of Missouri School of Law, Columbia, MO

Juris Doctor, May 2014

- Honors:** Order of the Barristers
 Fred L Howard Prize for Excellence in the Advancement of Advocacy
 Ike Skelton, Sr. Prize
 1st place Scholarship Recipient, Jackson County Bar Association Annual Scholarship
- Activities:** Associate Editor, *Missouri Law Review*
 Judging Director, Board of Advocates
 Research Assistant, Professor Richard Reuben, University of Missouri School of Law
 National Runner Up, Thurgood Marshall Mock Trial Team
 Parliamentarian, Black Law Student Association

Columbia University in the City of New York, Columbia College, New York, NY

Bachelor of Arts, Political Science - Pre-Law specialization, 2011

- Honors:** Class of 2011 Commencement Ceremony Speaker
- Activities:** 2009 Captain, NCAA Division I Varsity Women's Track and Field Team

TERRELL JOLLY

Official Bio – Long Version

Terrell Jolly is the CEO and Managing Partner of several entities that oversee residential and commercial real estate.

Born and raised in Detroit, Terrell holds a degree in Communications and Public Relations from Alabama State University and a master's degree in Business Administration from the University of Phoenix. Upon graduation he was recruited by Southeast Wood Treating (dba Hixson Lumber Sales) located in Pleasant Hill, MO. As the Operation Plant Manager, Terrell oversees a \$3 million dollar budget while implementing strategies to increase productivity and profits.

During this time, he developed the confidence and expertise to launch his own Property Management company, Integrity Capital Management (ICM). For 10 years, Terrell has been actively overseeing properties across the Greater Kansas City effectively managing single-family homes, multi-unit properties to include residential and commercial real estate. He has proven expertise in all aspects of property management including daily operations, marketing and leasing, asset management, finance, and budgeting all while establishing strong relationships and ensuring compliance with all applicable policies and regulations.

As ICM evolved, Terrell was exposed to the greater needs of the community that led to the establishment of Jolly & Associates and Legacy Asset Group. These two property acquisition branches were established to focus on revitalizing the urban core by restoring homes to their natural beauty and offering affordable housing as well as pathways to homeownership.

With strong ties to the community he calls home, Terrell is always looking for ways to help improve his community. He has provided leadership to several charitable and community initiatives with Community America, ULI Kansas City, Kauffman Scholars, 100 Black Men, Prep-KC, 20/20 Leadership, and R.U.B.I.E.S, Inc. He holds certifications in Commercial Real Estate, Construction Management, Entrepreneurship, and Entrepreneurship Sales. Terrell has fallen in love with the Midwest hospitality and has planted roots with his wife Krystal Jolly and son Tyson.

Contact Terrell and his team for a market analysis of your home, property management services, or if you are in the market to purchase your new home.

Quick Snapshot – Introduction

Terrell Jolly is the CEO and Managing Partner of several property entities that oversee more than 70 residential and commercial real estate properties. The common thread of these entities is to revitalize the urban core of Kansas City through affordable housing and pathways to ownership. Terrell focuses on ensuring best in class management services for a wide range of clients, including property owners, residents, investment partners and housing agencies.

Terrell has over 10 years' experience as an executive in the field of single-family, multi-family, residential and commercial property management. His approach is simple – Be knowledgeable, honest, diligent, and a true leader.

Contact

Top Skills

Sales Operations

Budget

Inventory Management

Certifications

National Eagle Leadership Institute

Real Estate Sales Agent

Certificate of Continuation -
Management Skills for First Time
Supervisors

Certificate of Continuing Education
- Successful Solutions for
Unacceptable Employee Behavior

Certificate of Continuing Education -
HR Law

Honors-Awards

Safety Excellence Award

Voice of the Customer Award

Outstanding Customer Service
Award

Publications

Image is everything

Without help from City Hall, they're
rebuilding KC's East Side one block
at a time

Meet the Locals Reinvesting in
Kansas City Neighborhoods

\$1 million from donors, other offers
of help show 'a consensus' in
support of Kevin Strickland

Terrell Jolly

Incremental Developer true believer in Servant Leadership.
Kansas City Metropolitan Area

Summary

Business Professional and Entrepreneur with experiences in the real estate, manufacturing and retail industries. Respected for strengths in the areas of Organization, Initiative, Sales, Negotiating Win-Win Agreements, Problem Solving, Coaching/Mentoring/Training/ Teamwork and Building Positive & Multi-faceted Organizational & Community Relationships. Friendly, decisive, energetic, frank and logical leader. Committed to carrying out employer's mission, vision and corporate values with high integrity.

Experience

Integrity Capital Management

Founder

2013 - Present (9 years)

Lees Summit, MO

Management firm that oversees 80 plus commercial and residential rental properties in the Kansas City Metropolitan Area valued at \$75k-\$600k advertising and filling vacancies, negotiating and enforcing leases and maintaining and securing the premises.

Hixson Lumber Sales

Plant Operations Manager

October 2018 - August 2021 (2 years 11 months)

Pleasant Hill, MO

Independently supervises and develops a multi-member crew, manages a \$MM budget and implements strategies that gain efficiencies and increase productivity and profits.

Southeast Wood Treating

Plant Operations Manager

July 2007 - October 2018 (11 years 4 months)

Pleasant Hill, MO

Independently supervises and develops a multi-member crew, manages a \$3M budget and implements strategies that gain efficiencies and increase productivity and profits.

The Home Depot
Department Manager
2004 - 2007 (3 years)

Oversaw operations of the Inside Garden Department and exceeded sales goals, trained and coached associates and provided "above and beyond" customer service that generated repeat clientele.

Education

University of Phoenix
Master's Degree, Business Administration

Alabama State University
Bachelor's Degree, Communications with a Concentration in Public Relations

University of Missouri-Kansas City
Entrepreneurship/Entrepreneurial Studies

Altcap
StreetWise 'MBA' , Entrepreneurship/Entrepreneurial Studies · (2020 - 2020)

REAP: Real Estate Associate Program
certificate of completion Commercial Real Estate Associates, Real Estate · (2018 - 2018)

BRANDON NOLAN



Brandon Nolan

Brandon is a graduate of University of Central Missouri with a Bachelor's in Safety Management. Upon graduation Brandon has focused his career on providing sensible safety solutions for a variety of manufacturing, construction and consulting businesses.

Brandon is married and a father of two boys. He also enjoys sports and has coached both his sons football teams for the last 13 plus years.

Outside of sports he enjoys traveling and has been to several foreign countries. Brandon also enjoys pets, working out and riding his motorcycle.



BRANDON NOLAN

PROFESSIONAL PROFILE

Highly organized analytical professional with superior goal setting, decision-making, and problem solving skills. Solid reputation for having positive impact on both internal and external support and overall productivity. Keeps pace with changes in various industries and evolving needs. Strong ability to identify, develop and sustain a network of people and other resources for tasks. Able to execute strategic initiatives in a methodical approach.

PROFESSIONAL EXPERIENCE

February 2020 – Present

Southern Glazer's Wine & Spirits

Regional Environmental Health & Safety Manager

- Promote an injury free culture across the division to reduce EHS risks and ensure a safe and compliant work environment
- Ensure compliance with all federal, state and local safety, occupational health and environmental regulations including implementing the SGWS safety standards and management systems process
- Assess work areas, tasks, equipment and machinery to observe possible unsafe conditions
- Ensure appropriate risk assessments related to jobs performed are conducted and corrective actions implemented to minimize or eliminate injuries and environmental impact
- Conduct safety training and implement proactive programs to mitigate employee injuries and illnesses e.g., stretching for safety and behavioral based safety programs
- Make OSHA recordability determinations and participate as active member of Workers Compensation and Incident Investigation teams
- Assist team members in developing proactive measures to target incident reductions in both Workers Compensation and Auto Liability
- Investigate and evaluate root causes for occupational injuries/illnesses, incidents and near misses and maintain relevant data to drive strategic program decisions
- Facilitate Division Safety Committee and act as catalyst for ensuring corrective actions are taken for items raised by safety committee members
- Conduct facility safety observations and inspections on a frequent basis e.g., weekly, monthly, annually
- Promote hazard identification and make recommendations for corrective actions
- Demonstrate advanced understanding of online data management tools and the OSHA 300 log/injury records process
- Work with Facilities and Operations teams, as needed, providing safety input during the planning and execution of engineering and new technology applications to ensure that related safeguards are incorporated which meet all applicable regulatory requirements
- Work with Operations Fleet Safety and DOT compliance teams to ensure compliance with U.S. Department of Transportation regulations
- Coordinate deployment of environmental procedures, such as HazMat response, SPCC, Tier II and ensure ongoing compliance with all site environmental regulatory permits.
- Visit each job site within areas of responsibility to monitor performance and work with division managers and supervisors to improve performance on a continual basis in response the risk assessment observations

July 2018 – February 2020

Sealed Air Corporation

EH&S Manager

- Deployed the strategy and safety vision for the team and executed against the strategy to elevate safety and environmental performance to world-class levels
- Assessed, coached and grew the plant EHS team, enabling the talent, and skills necessary to drive continuous improvement towards world-class safety and environmental performance

BRANDON NOLAN, PG 2

- Provided leadership and coaching to grow the leadership team, plant operations, plant safety committee, and EHS direct reports, to create a workplace free of recognized hazards, promote safe work behaviors, and foster a lean safety culture that keeps the safety of employees a business value
- Grew EHS and operation team in the deployment, implementation, monitoring and continuous improvement of Environmental Health and Safety programs, ensuring compliance with federal, state, and local regulatory requirements
- Deployed Corporate EHS tools and training to the operation leadership teams, plant safety committee, direct reports and employees with continuous improvement implementation of the management standard
- Managed and implemented controls to monitor progress of EHS continuous improvement and compliance for the site
- Leveraged the data and findings to implement true root cause corrective actions
- Implemented training strategies and course curriculum to advance the knowledge of the team including advancing Lean EHS
- Worked in collaboration with the Risk Management Department on the tactical development and deployment of loss prevention (Fire and WC) strategies to reduce loss experience
- Maintained 100% compliance as a foundation, and advance to grow the culture to “Find and Eliminate Waste”, tactically implement opportunities to continuously improve environmental programs in the areas of pollution abatement, environmental and waste water management
- Partnered with the team to ensure regulatory compliance, and life safety risks are adequately managed for new capital investments
- Provided guidance, interpretation and verification for KPI's
- Performed analysis of data (including behaviors, near miss and first aid cases) to identify trends and set targets in alignment with plant & Corporate Goals, and develop proactive action plans/programs based on pareto analyses to improve performance

January 2012 – March 2018

Nitto Automotive

EH&S Manager

- Planned and implemented safety policies and procedures in compliance with local, state, and federal Occupational Safety and Health Administration (OSHA) rules and regulations to include all aspects of worker's compensation
- Conducted classes to train managers and employees in work site safety practices, fire prevention, and correct handling techniques for chemicals, toxins, equipment, and other materials
- Prepared studies and analysis of industrial accident causes and hazards to health for use by company personnel and outside agencies
- Inspected facilities to detect existing or potential accident and health hazards, determines corrective or preventative measures where indicated, and followed up to ensure measures had been implemented
- Provided information, signs, posters, barriers, and other materials to warn of potential and actual safety hazards and to prevent access to hazardous conditions
- Led the investigation of accidents and injuries and cooperates in the preparation of material and evidence for organization use in hearings, lawsuits, and insurance investigations
- Compiled and submitted accident reports required by regulatory agencies
- Arranged safety exhibits/material for display, promotional work, industry conferences, and exhibitions
- Coordinated environmental program requiring application of engineering principles and technology to analyze and control conditions contributing to occupational hazards
- Surveyed, compiled, and analyzed data relating to occupational and environmental health issues such as chemical exposure, radiation, smoke, fumes, noise, temperatures, dusts, vapors, mists, gases, solvents, lighting, and ergonomics
- Performed field and safety measurements, safety evaluations, and hazardous waste evaluations

BRANDON NOLAN, PG 3

June 2009 – January 2012

Veolia Environmental Services

Division Health, Safety and DOT Manager

- Fostered a culture of proactive safety through all levels of the organization
- Created and prepared monthly safety KPI's
- Conducted annual and job specific training along with monthly facility inspections
- Managed the divisions DOT program for compliance with state and federal regulations
- Conducted job specific training and acted as employer representative for workers compensation claims
- Performed field and safety measurements, safety evaluations, and hazardous waste evaluations
- Compiled and submitted accident reports required by regulatory agencies

EDUCATION

July 2007

Central Missouri State University

Warrensburg, MO

- Degree: Bachelor of Science in Safety Management

CERTIFICATIONS

- Six Sigma Green Belt
- First Aid/CPR/AED Instructor
- AAA Defensive Driving Instructor

ADDITIONAL SKILLS & COMPETENCIES

- | | | |
|------------------------------|------------------------|--------------------------------|
| ▪ ISO 14001 Mgmt Rep | ▪ OHSAS 18001 Mgmt Rep | ▪ ShockWatch Forklift Software |
| ▪ T-Matics Forklift Software | ▪ MSDS Online Software | ▪ MS Office Suite |
| ▪ Safety Reports Software | ▪ Title V Air Permits | ▪ Data Analysis |

SYCIL PROFITT

Sycil Proffitt



Education

- Avila University, Kansas City, MO, Masters of Business Administration Emphasizing in Health Care Administration. Graduated 05/2012
- Missouri State University, Springfield, MO Bachelor of Science in Health and Wellness Promotions. Graduated 05/2009

Job Experience

Saint Luke's Health System

Kansas City, MO

LIFEWISE Community Liaison

January 2017-Present

- Work directly with the Boys & Girls Clubs of Greater Kansas City via special partnership with Saint Luke's Health System, to utilize resources and capabilities of SLHS to enhance BGCGKC Healthy Lifestyles, and Educational Programming
- Administer, manage, support Boys & Girls Clubs sports programming
- Assist BGCGKC Senior Director of Operations with Sports L.A.B. Programming
- Collaborate with BGCGKC Operation Department for programmatic utility
- Developed youth fitness assessment protocol for over 1,500 youth, in conjunction with Kansas City Public Schools
- Developed Healthy Lifestyles Program curriculum for BGCGKC Atomic Blast summer program
- Co-creator of Heart Smart Education Series (*SLHS Million Hearts Initiative*)
- Supported developed of REACHN wellness program, for BGCGKC members and families
- Foster youth heart screening events, in collaboration with My Heart Check for BGCGKC Club Members, and greater KC community
- Co-creator of BGCGKC E-SPORTS Program
- Superintend SLHS branded blood pressure kiosk at BGCGKC Thornberry Unit
- Implement and facilitate health education events at BGCGKC
- Course community outreach for related programmatic activities/events
- Establish BGCGKC as a partner organization for SLHS Social Impact Initiative
- Oversee healthcare career exploration and educational offerings to support Club member post-secondary preparedness
- Organize SLHS donation activities (supplies, gifts, etc.) for BGCGKC
- Coordinate SLHS volunteer efforts with BGCGKC
- Assist BGCGKC Youth Development Professionals with Healthy Lifestyles Program facilitation

Saint Luke's Cardiovascular Imaging

Kansas City, MO

Exercise Physiologist/Cardioscan Patient Educator

October 2012-June 2018

- Administer exercise and pharmacologic stress tests for cardiac patients
- Conduct treadmill stress testing for Echocardiography patients
- Document heart activity, using electrocardiograph machine, while patient undergoes stress testing, under physician's supervision.
- Assess patients for risk stratification for nuclear imaging
- Assist Nuclear Medicine Technologist and Nurse with patient preparation
- Interview patients to obtain vital statistics and medical history
- Input, access, and retrieve patient data, while creating customized reporting formats
- Retrieve patient data, assess health history and medications for pre-test instructions
- Manage CardioScan program for Saint Luke's North Hospital and Saint Luke's Cushing Hospital
- Evaluate patients for heart attack risk following calcium scoring
- Educate patients about heart health and heart disease prevention/maintenance
- Assisted with weekend CardioScan program at SLE, SLS

**Saint Luke's Center for Health Enhancement
Personal Trainer/Fitness Specialist**

Kansas City, MO
January 2010-December 2012

- Assess client's goals & design personalized exercise programs for clients
- Monitor client's movement and technique during exercise
- Traveled between three (3) Saint Luke's fitness facilities
- Maintain cleanliness and proper use of exercise equipment
- Assist with general maintenance of the facility
- Perform accurate fitness and health assessments
- Perform blood pressure screenings
- Educate clients and members on risk factors for chronic disease
- Led group exercise instruction
- Present health and wellness education with partner organizations
- Promote and market specific events within our facility and health system

**Saint Luke's Hospital
Physical Therapy/Rehabilitation Technician**

Kansas City, MO
November 2009-October 12

- Observe and record patient's participation and progress during treatment sessions
- Participate in treatment programs and activities to help facilitate patient's rehabilitation, including gait training
- Transported patients to and from physical therapy
- Instruct and motivate patients as they engage in exercises and functional activities
- Arrange the sale of mobility equipment for patients through health insurance

**Juanita K. Hammons Hall for Performing Arts
Student Manager**

Springfield, MO
October 2006-December 2008

- Installed, adjusted, and operated electronic equipment used to record and transmit visual output
- Constructed and positioned properties for sets, lighting, and audio equipment
- Interpreted and produced designs for lighting
- Operated lights and sounds on control boards during shows and performances
- Managed spot light during shows and performances
- Assisted in theater maintenance and facility operations

**Missouri State Athletics Department
Student Assistant**

Springfield, MO
September 2006-December

2008

- Greeted patrons attending sporting events
- Maintained order and ensured adherence to safety rules
- Guided sports teams into facilities, arenas, and stadiums
- Aided in selling programs to patrons during sporting events

**Centerplate
Assistant Staff Manager/Inventory Manager**

Kansas City, MO
June 2006-December 2007

- Investigated and resolved complaints regarding food quality, service, and accommodations
- Compiled and maintained record of food quantity and quality
- Scheduled and received food and beverage deliveries
- Coordinated assignments of cooking personnel to ensure economical use of food and timely preparation
- Dispensed money to cashiers

Certifications

- American College of Sports Medicine Certified Health & Fitness Specialist
- American Heart Association First Aid, CPR, & AED certified
- Completed Silver Sneakers Fitness Program Workshop & Certification in Cardio Circuit and Muscular Strength & Range of Motion
- Completed workshop for Tobacco Cessation Counseling through GlaxoSmithKline

Awards, Honors, And Activities

- BGCGKC Healthy Lifestyles Pinnacle Award, 2022
- Wyandotte County Back-to-School Fair Committee, 2021-Present
- BGCGKC Culture Star Award, December 2018
- Boys & Girls Clubs of America, Merit Award for Program Excellence in Health and Life Skills 2018
- BGCGKC, Missouri Area Council, Outstanding Partnership Award, 2018
- BGCGKC Operations Committee, 2018-Present
- BGCGKC Sports L.A.B. Advisory Board 2017-Present
- Member of the National Association for Healthcare Quality 2016-Present
- Missouri Hospital Association Employee Scholarship Recipient
- Saint Luke's Health System Peer Review Grievance Panel 2015-Present
- Member of the American College of Sports Medicine 2009-Present
- Member of the Missouri Association for Health, Physical Education, Recreation, and Dance, 2008-2010
- Member of the American Alliance for Health, Physical Education, Recreation and Dance, 2008-2010

Capabilities And Skills

- Strategic implementation & application
- Proficient in instructional delivery & research
- Competent in computer software trouble shooting
- Technical data analysis
- Customer service skills
- Experienced with resource management
- Marketing development

TINA RAMBO-FALKNER



Tina Rambo-Faulkner, a Kansas City native, is a Wife, Mother, Friend, Social Worker, and Public Speaker. She is the daughter of Rev. Julius and Mary Rambo.

Tina graduated from Paseo High School in 1988. In 1992, she received a Bachelor of Science degree in Criminal Justice from the University of Central Missouri (formerly CMSU) and a Master of Social Work degree in 1999 from the University of Kansas. She became a Licensed Clinical Social Worker (LCSW) in 2005. She has begun studies to obtain her Doctorate degree in Christian Counseling.

Tina has worked in the field of Social Work for over 20 years and previously served in the capacity of Outpatient Therapist, NIA Day Treatment Coordinator at Swope Health Services, and Director of Counseling at Genesis Charter School. Currently, she is an Educational Therapist for the Lee's Summit School District.

In her spare time, she enjoys being a member of Delta Sigma Theta Sorority, Inc., Suburban Balance and a volunteer with the Girl Scouts. She is often found volunteering her time in the community through these entities. Her personal motto is: "Helping Change Lives, One Person at a Time."

She is the proud wife of Isaiah Faulkner and proud mother of Jhordyn, Ladasha, Ontario and MaKynzee.

Tina L. Rambo-Faulkner, LCSW

Objective

To secure a position with a reputable organization, utilizing my administrative, management and therapeutic skills in a professional environment.

Education

B.S. Criminal Justice-Central Missouri State University, May 1992

Master of Social Welfare-University of Kansas, May 1999

Licenses

Licensed Clinical Social Work- No.: 2005030622, July 2005

Experience

Lee's Summit R-7 School District- (Social Worker-Lee's Summit North)

August 2015-Present

Conducts individual counseling/therapeutic services dealing with anger, depression, bullying, grief and loss, etc. Conducts assessments and formulates diagnoses for students who present with certain behaviors. Makes necessary referrals for other services including case management, substance abuse, hospitalizations, etc. Conducts suicidal/homicidal ideation assessments with those students presenting with these behaviors. Works closely with the counseling department, participates in counseling meetings, and receives referrals for students who can benefit from extra support. Participates in cabinet meetings with the Principal(s) and other lead staff to keep them informed with the progress of students. Created the Social Work program for the district due to being hired as the first Social Worker in the district.

Participates in IEP/504 Plan meetings providing information on appropriate behavioral modification techniques and/the formulation of such. Assists with addressing and providing suggestions regarding the discipline of students.

Kansas City Quality Improvement Consortium- (Social Worker/Hospital Liaison Transitions of Care Coach at North Kansas City Hospital)

September 2014-July 2015

Worked with health care and social service providers utilizing the Coleman Model (a national care transition model) to improve care transitions for high- risk Medicare beneficiaries when transitioning from inpatient hospital stays to home, nursing home or other care settings. Participated in discharge planning. Coordinated care among multiple doctors and providers, conducts home/field visits providing resources and education about diagnoses, medication, assisted with paperwork, and verified follow-up appointments in efforts to reduce costly readmissions.

Tina L. Rambo-Faulkner, LCSW

Rambo Counseling and Consulting-(Therapist)

September 2005-September 2015

Private practice. Contracts with the State of Missouri. Conducts psychosocial assessments, individual and family therapy. This includes completing assessments and formulating diagnoses for those clients who present with certain behaviors. Makes necessary referrals for other services/resources including hospitalizations, case management, substance abuse, housing, etc. Responsible for creating treatment plans for client. Attends IEP/treatment meetings, discharge planning meetings, etc. to provide input as to client's progress in regards to treatment. Responsible for submitting billing and record keeping of each client's chart. Consults with school districts, churches, group homes, etc. for the purposes of training on behavioral health issues, continuing education opportunities and training, available resources in regards to their current population.

Genesis School- (*Director of Counseling*)

August 2004 to June 2010

Supervises counseling staff. Research, writes and manages grants including Jackson County Mil levy for Education and Vocation, Pilot Project Art Therapy, KC Healthcare, etc. Responsible for submitting billing and record keeping of students seen by the counseling dept. Also conducts individual counseling/therapeutic services for the 7-9th graders at Genesis School. Groups are conducted on such topics as anger management, self-esteem, problem solving etc. This includes conducting assessments and formulating diagnoses for those students who present with certain behaviors. Made necessary referrals for other services including case management, substance abuse counseling, etc.

In charge of maintaining documents for auditing purposes. Gathers information needed to ensure for a successful audit (twice yearly). Responsible for the correcting of any information during audit. Reports to the Executive Director providing reports of billing updates, audit information, etc. Participates in IEP/504 Plan meetings giving information on appropriate behavioral modification techniques and/the formulation of such. Assists with the discipline of students in conjunction with the Principal and Coordinator of Student Services. Responsible for the handling of crisis intervention/management issues. Participates on the management team. Assists with conducting enrollment interviews for potential students; addressing incidents, behaviors, diagnoses, etc.

Tina L. Rambo-Faulkner, LCSW

Swope Health Services- (*Nia Day Treatment Coordinator/Therapist*)

July 1999 to August 2004

Responsible for the day to day operations of the KCMO Public School/Day Treatment Program for Children including but not limited to: completing necessary paperwork for enrollment, conducting individual and group therapy, assessing and diagnosing clients, making referrals for further treatment, staff supervision and maintaining budgets for the program. Also, consulted with schools to inform them of ways to transition the child/ren back into the classroom setting.

Attended IEP (individual education plans) meetings to assist with behavioral modification plans.

Volunteer Experience:

- Girl Scouts of NE Kansas & NW Missouri- Gold Award Advisor, *April 2017-Present*
- Suburban Balance-Comfort and Care Team Lead, *August 2016-Present*

References available upon request

JOEL RITCHIE

Joel Ritchie

EDUCATION

University of Missouri School of Law, Columbia, MO

J.D., 2016

Honors: *Order of the Barristers*
Dean's List Recipient

Member, Phi Delta Phi International Legal Honor Society

Activities: *1st Place*, Missouri Attorney General's Mock Trial Competition
National Champion, American Bar Association 2015 National Arbitration Competition
1st Place, Board of Advocates, 2013 Client Counseling
Director, 2015-2016 Board of Advocates Mock Trial Competition
Assistant Director, 2014-2015 Board of Advocates Regional Competition
Trial Advocate, 2014-2015 Thurgood Marshall Mock Trial Team

University of Central Missouri, Warrensburg, MO

B.S. in Criminal Justice, *cum laude*, 2002

EXPERIENCE

Jackson County, MO Prosecutor's Office, Kansas City, MO, Nov 2018 –Present

Assistant Prosecuting Attorney

- Review cases for charging while ensuring that the case meets the probable cause standard and comports with other constitutional and statutory norms as well as existing case law.
- Successfully litigated over 150 contested matters ranging from drug, felony resisting, felon in possession of a firearm, domestic violence, unlawful use of a weapon, shooting, robbery, assault and murder cases.
- Manage the full range of criminal procedure matters including charging, arraignment, indictment/preliminary hearing, trial prep, trial practice, and sentencing.
- Negotiate reasonable plea offers with opposing counsel taking into account the crime committed, the safety of the community, the victim's interest, and the defendant's interest, rehabilitation and background.
- Determine which cases should be routed to diversionary programs rather than the criminal dock

Internship Coordinator

- Led the internship experience throughout the Covid-19 pandemic successfully transforming the program from an in-person to virtual modality.
- Recruited the largest and most diverse internship class in nearly five years (mark achieved in Summer 2021).
- Partnered with diverse constituents across many university settings while meeting varied needs to see, engage, and recruit law students for internships and jobs with the office.
- Led classroom instruction on racial and socioeconomic disparities in the criminal justice system.

State of Missouri Department of Economic Development Jefferson City, MO, Summer 2015 — Summer 2016

Legal Intern

- Participated in negotiations for the 4.5 billion Total Benefit Package brokered between Missouri and The Cerner Corporation.
- Conducted extensive background and due diligence checks on company stakeholders applying for Workforce Training Tax Credits.
- Reviewed Department of Economic Development Policies and Guidelines to ensure compliance with state laws and regulations.

University of Missouri Office of Student Conduct, Columbia, MO, Sept. 2014 — Summer 2016

Graduate Assistant

- Managed cases on behalf of The University of Missouri before the Chancellor's Committee on Student Conduct, delivering opening statements, cases in chief, rebuttals, and closing arguments.
- Examined evidentiary issues, identify appropriate witnesses, and organize the presentation of facts and testimony.

Missouri Supreme Court, Jefferson City, MO, Summer 2014

Legal Intern

- Examined whether a claimant exhausted administrative remedies by determining if the incidents of workplace discrimination alleged in the claimant's charge of discrimination filed with the Missouri Commission on Human Rights were "like or reasonably related to" the allegations in her petition.
- Wrote a variety of Recommendations for Review to Chief Justice Mary Russell on issues such as Employment Discrimination, Labor Law, Sexual Harassment, Insurance Law, Criminal Law, and Criminal Procedure.

Pinnacle Career Institute, Kansas City, MO, April 2011 — Aug 2013

Academic Advisor

- Executed numerous personal interviews with students, discovering explicit/implicit needs and wants while communicating the institution's capacity to meet those variables.

CarMax AutoSuperStores, Independence, MO, July 2009 – Aug 2013 (Part-time)

Sales Consultant/Service Advisor

- Recognized as “Store Champion” (Oct. 2009) for comprehensive execution of the following key performance measures: Sales, Close Rate, Vehicles Purchased, Purchase Rate and an 87% Customer Satisfaction Rate; Led the store in sales for February 2010.

Lansing Correctional Facility, Lansing, KS, Sept 2008 — May 2009

Instructor

- Created, sustained and contrasted statistical data regarding student attendance/participation and their correlation with successful outcomes for nearly 30 students.

Kansas City Missouri Police Department, Kansas City, MO, May 2002 — Sept 2008

Police Officer/Field Training Officer

- Drafted and organized approximately 350 documents pertaining to the training records and evaluation of entrant officers, providing statistical data for subordinates, colleagues, and command staff to reference.

PHILANTHROPIC ACTIVITIES

Footprints, Inc.

Board Chairman

- Serve on a board for an organization that focuses on holistic rehabilitation for individuals dealing with substance use disorders.
- Undertook a needs assessment and planning process that produced a strategic plan for recovery and prevention.
- Coordinate with fellow board members and program directors to ensure compliance with policies, procedures, standards, and laws in a manner that ensures best practices, adherence the ethical standards, and the inflow of grants, donations, and other funds from various benefactors.
- Lead monthly board meetings identifying critical needs and forecasting potential issues and opportunities that may arise.
- Partner with key stakeholders on a 30-million-dollar capital campaign that will provide housing for 50 veterans struggling with substance use disorders.

NICOLE SMITH

Nicole Smith is an award-winning educator with more than 20 years of experience. Nicole has taught students of all abilities, at grade levels ranging from kindergarten to college. She is currently a faculty member at a private all-girls college preparatory high school in Kansas City, MO. Nicole teaches several business courses and serves as DECA club moderator. She has served on several education panels and her work and success have been featured in academic magazines. She previously served as a board member of the Journalism Educators of Missouri KC (JEMKC).

Smith has an MBA with a concentration in Organizational Development from Rockhurst University, a Master of Arts in Education with an emphasis in Curriculum and Development from the University of Phoenix, and a Bachelor of Science in Journalism with an emphasis in Public Relations from the University of Florida. She is also a certified facilitator for the Entrepreneurial Learning Initiative. Smith holds numerous teaching certifications in business and journalism-related subjects.

Nicole Brewington Smith



EXPERIENCE

ST. TERESA'S ACADEMY, Kansas City, MO - *Business Course Instructor*
August 2021 - Present

ROCKHURST HIGH SCHOOL, Kansas City, MO - *DEI Committee Chair*
August 2018 - June 2021

ROCKHURST HIGH SCHOOL, Kansas City, MO - *Communication Arts
Department Chair*

Computer Education Teacher

June 2008 - July 2014

- Manage the department in a manner that promotes positive relationships between department members
- Examine and implement change necessary to enhance the curriculum resulting in student achievement
- Teach classes as needed in the department
- Developed and implemented a technology curriculum in accordance with Jeuit education guideline
- Assisted students with classwork while managing classroom behavior
- Tracked student progress and provided individual feedback
- Collaborated with faculty members in various capacities

The Goddard School, Overland Park, KS - *Kindergarten Teacher*

August 2007 - May 2008

- Established and maintained a structured classroom environment for young learner
- Planned and organized creative lesson plans to encourage engagement

EDUCATION

MASTER OF BUSINESS ADMINISTRATION - FALL 2019 | ROCKHURST UNIVERSITY · Major: Organizational Development

MASTER OF ARTS IN EDUCATION - MAY 2002 | UNIVERSITY OF PHOENIX · Major: Curriculum and Instruction

BACHELOR OF SCIENCE - AUGUST 1991 | UNIVERSITY OF FLORIDA
Major: Public Relations

SELENA SMITH



Professional Biography Selena Smith

Selena Smith is a Human Resources professional, DE&I Champion, Leadership Expert and Coach with over 15 years of experience in various industries. Selena is passionate about people, career development and successful outcomes and leads by example as well as being a change agent.

A high-energy speaker who values information, Selena believes in empowering leaders to draw out the untapped potential of their employees. A “people connector”, decisive and passionate she executes in introducing talent to opportunity and transforming the business through the people! Dedication to her craft has led her to focus on being a human resources expert people can trust.

More than her role as a Human Resources professional, Selena prides herself on using practical solutions to get exceptional results. She believes in inspiring performance through team engagement, development, creativity, and innovation. DE&I Champion, she is also effective at persuading and influencing executive leaders. Her opinions are highly valued, people trust and respect her judgments. Selena earned a BS in Human Resources in 2007. Through her course, she developed a passionate interest in diversity, equity and inclusion and intersectionality, particularly as it relates to work systems and business models.

For her most recent tenure as an HR Director in Talent Development and Operations, Selena is nourishing her insatiable passion for people. She is doing this by first establishing trusting partnerships, collaborating, and partnering with performance group leaders and executives.

Selena’s commitment to developing excellence in herself and others has led her to continue her learning and education by studying to become certified as a Leadership and Executive Coach (Spring 2022) and applying to the Executive MBA program for 2023.

She wants to engage more with influential decision-makers and thought leaders in business and human resources policy. She's open to challenges, conversations, and an exchange of ideas from the top players in the Coaching, Human Resources and DE&I industries.

Her long-term goal is to become a sought-after Executive Coach and national-level HR policy adviser. She wants to use her untiring commitment and drive to bring more understanding to the necessity of having diverse, equitable workforces where “bringing your whole-self to work” is more than a catchy slogan.

Even as she works towards certification and EMBA completion, she remains committed to community involvement. Selena is a member of the Kansas City Missouri Alumnae Chapter of Delta Sigma Theta Sorority, Inc. where she serves and leads on various committees. Selena is also a member of the Board of Directors for the NBC Community Development Corporation in KCKS. As past President of the Board of City in Motion, Selena and those who served alongside her selected a diverse Board in terms of gender (73% women/ 27% men), ethnicity (27% from underrepresented groups), and accessibility (6%). During her term, the Board expanded from 6 members to 15 representing a growth of 150% and saw income grow to the extent that the Board was able to hire on a dedicated grant writer.

SELENA SMITH

SENIOR LEVEL EXECUTIVE – HUMAN RESOURCES / OPERATIONS

Outcome-driven HR Management and Business Operations Professional with exceptional strategic planning and project management skills. Well versed in start-up business/division operations, including talent recruitment, training, onboarding, assessment, and management.



PROGRESSIVE TITLES /FUNCTIONS:

HR Director, Talent Operations & DE&I

HR Manager, Associate Relations

Program Manager, Integration & Delivery

General Manager, Technical Service Center

Manager, Client Services

Director, Operations

Manager, Operations

Board Member

Consultant



SELENA SMITH

SENIOR LEVEL EXECUTIVE – HUMAN RESOURCES & OPERATIONS

STRATEGY & OPERATIONS LEADERSHIP ✦ CHANGE MANAGEMENT ✦ PEOPLE MANAGEMENT & DEVELOPMENT

Solutions-driven leader with extensive experience building business partnerships to deliver on organizational goals. Adept at using practical solutions to get exceptional results and inspiring performance through team engagement, development, creativity and innovation. Known as a decisive and passionate leader who believes in bridging talent to opportunity and the ability to transform the business through its people.

- ▶ Proven expertise leading day-to-day operations and the overall HR strategy.
- ▶ Experienced leader and mentor with a passion for transforming top talent through effective development and coaching.
- ▶ Board Member for several nonprofit organizations, highly skilled in program management, board governance, fundraising, public relationships, and policy development

LEADERSHIP EXPERTISE

Team Leadership and Talent Development • Strategic Planning & Execution • Talent Management and Leadership Development • Diversity, Equity & Inclusion • Early Talent Discovery • Employee Relations • Budget Oversight • HR Vision & Strategic Direction • Data Analysis • Legal Compliance • Program & Project Management

PROFESSIONAL EXPERIENCE

AMERICAN CENTURY INVESTMENTS, Kansas City, MO

2021 TO PRESENT

Director, Talent Operations and Diversity, Equity & Inclusion (DE&I)

Partner with VP, Talent Management to set ACI's talent strategy; leading, implementing, and managing key people, processes and programs, particularly related to Diversity, Equity and Inclusion, Talent Acquisition and Performance and Talent Management. Executing on:

HIGHLIGHTED CONTRIBUTIONS:

- ▶ Designed and currently launching Talent Discovery program focused on identifying diverse, top talent both internal and external to investment and asset management performance groups
- ▶ Led a large-scale HR technology project; oversaw the enterprise wide HRIS and Talent Management conversion into Workday from Work Human.
- ▶ Launched 2022 DEI Strategic Framework for organization of 1,200 plus associates.

Key Responsibilities:

- Affecting employee experience through overall DEI strategy execution and talent management, helping to align our talent and DEI strategy with our business strategy.
- Leveraging analytical skills through use of data and generating insights while employing excellent communication skills and business knowledge to help build programs focused on yielding high talent engagement and productivity.
- Design and implementation of a system of metrics and analytics to guide shared understanding and continuous improvement around talent pipelines and hiring metrics with a focus on hiring practices that reflect and support inclusion for early talent and experienced hires.
- Leading and managing DEI governance, through effective oversight of Business Resource Groups and DEI Committee.
- Create, launch and monitor large-scale programs with organizational impact.

H&R BLOCK, Kansas City, MO

2015 TO 2021

HR Manager, Associate Relations, 12/2019 - Present

Serve as an HR Advisor and Strategic Thought Leader, tasked with defining strategy and measurable outcomes for the Associate Relations (AR) team. Deliver against overarching operational goals pertaining to organizational effectiveness, employee engagement strategies, talent management, succession planning, performance

improvement, and change management. **Championed** for innovative and effective change strategies using a Lean operations mindset.

HIGHLIGHTED CONTRIBUTIONS

- ▶ Led a large-scale HR technology project; involved from start-up through to closure; oversaw the enterprise wide HRIS and Financial system conversions.
- ▶ Led the introduction of the **DE&I strategy** for the organization, serves as the **Co-Chair of the Diversity, Inclusion, and Belonging Council**. Oversee the planning of a 3-year DE&I roadmap.
- ▶ Improved internal relationships and built a communications bridge between disparate middle management, front-line staff, and senior leadership.

Key Responsibilities:

- Led a cross-functional team of 11; oversee all outcomes related to P&L tracking and associate activity planning/execution/reporting for a workforce of 100,000+ across three regions.
- Worked closely with executive team to drive the HR strategy; advise on critical issues; consult on policy guidance and interpretation in accordance with federal, state and local employment laws.
- Coached and trained corporate and field leaders on effective coaching, performance management, and employment practices.

Program Manager, Integration & Delivery, 08/2018 to 12/2019

Oversaw the day-to-day operations management, delivery, and execution of a portfolio of high-level projects. Served as a collaborative bridge-builder and performance driver, worked closely with key stakeholders and levels of management, including C-suite leaders.

HIGHLIGHTED CONTRIBUTIONS:

- ▶ Led a large-scale HR technology project; involved from start-up through to closure; oversaw the enterprise wide HRIS and Financial system conversions.

General Manager, Technical Service Center – Tier 2 Escalations, 08/2015 to 08/2018

Managed the daily operations of the Technical Service Center, including recruiting, hiring, performance management, strategic planning, employee coaching, counseling, policy development, management, and goal alignment.

HIGHLIGHTED CONTRIBUTIONS:

- ▶ Managed the recruiting, hiring and onboarding process for seasonal staff annually,
- ▶ **Led the redesign of a service center**, involved in all aspects of operations including strategy design, recruiting, hiring and onboarding, new hire training, engagement strategy, and performance review.
- ▶ Contributed to the development of a robust pipeline of motivated talent with matched skills, **developed H&R Block's Technical Internship Program**; reduced associate attrition and increased morale. Forty percent of program participants received internal promotions.

PROFESSIONAL MEMBERSHIPS / COMMUNITY INVOLVEMENT

Election Judge | Jackson County Election Commission • 2017 – Present
Board Member, Non-Profit Board | NBC Community Development Corporation • 2020 – Present
President, Non-Profit Board of Directors | City in Motion Dance Theater • 2016 – 2019
Delta Sigma Theta Sorority, Inc. Social Action Committee Member / Chair Emergency Preparedness Sub-Committee, Kansas Leadership Council – KCKS
Community Action Board-WyCo, United Way, St. Jude, Ronald McDonald House, Kansas City Community Kitchen, Harvesters, Habitat for Humanity, Rose Brooks Center for Women, American Heart Association

EDUCATION

Master of Public Administration | Park University, Online (15 hours completed)
Bachelor of Science, Human Resource Management | Park University, Parkville, MO
Lean Six Sigma Yellow Belt | H&R Block, KCMO
Community Engagement University | City of Kansas City, MO

SCOTT SWAGGART

Scott Swaggart is Co-Founder of SNP Holdings, LLC. Driven by his aspiration for a better community, Swaggart is dedicated to investing in projects which improve the life of others.

Swaggart graduated from Belton High School and attended college at Pittsburg State University, graduating with a Bachelor of Business Administration. His professional career began while working as a project engineer at a large general contractor in Kansas City. In 2016, Swaggart moved full time into real estate.

Since beginning real estate full time, Swaggart has received several awards for top sales production. Most notable being recognized as one of Kansas City's "20 in their Twenties" by Ingram Business Magazine. He currently serves as Executive Director (VP) for Belton Educational Foundation, board chair for KCCAN! and prior commissioner on the City of Belton's Planning and Zoning Committee.

Scott Swaggart

Objective

To acquire an opportunity as a Charter School Board Draft candidate that will allow me to use my skills, education, and knowledge to help enhance and educate the Charter Schools throughout KCMO.

Boards

- Centurions Leadership Development, KC Chamber, 2019-2021
- Board Member, KCCAN! 2021-Present
- Executive Board Member, Treasurer, VP, Belton Educational Foundation, 2018-Present
- Planning & Zoning Commissioner, City of Belton, MO, 2017-2020
- Co-Chair, FORD Steam Academy, Belton School District, 2017-2018
- Alternate Leadership Committee, KW Southland, 2016, 2018, 2020

Work Experience

January 2019 - Present - Owner, Keller Williams Southland Partners Franchise, Raymore, MO

- Oversight of office staff & operations for residential brokerage of 124 licensed and active real estate professionals producing nearly \$300m transactions per year.

April 2015 - Present - Real Estate Sales, Principal, SNP Real Estate at Keller Williams Southland Partners LLC, Kansas City, MO

- Operate a team of 5 producing \$50 mil per year in residential sales.
- Team Lead, Sales, Marketing, Consulting, Negotiations, Financing, Planning, Risk Management, Property Management, Scheduling, etc.

May 14, 2013 - June 2015 – Project Engineer, JE Dunn Construction, Kansas City, MO

- Quality Control, Collaboration, Safety Coordinator, Daily Reports, Jobsite Startup, Closeout, Analytical Problem Solving, Project Planning and Delivery, Critical Path Analysis, Results Orientation, Document Management

Education

2009-2013 – Pittsburg State University

- B.S. in Business Administration

GINO TAYLOR

Dr. Gino V. Taylor

Education:

Ed.D. – Higher Education Leadership
MHA – Health Administration
MA - Human Resources Management
MA - Human Resources Development
BA - Rehabilitation Psychology

Experience:

20+ years of progressively responsible experience working in the field of Vocational Rehabilitation and performance improvement in the Kansas City Metro Area. The last six years as Director of Quality Improvement for University Health - Behavioral Health specializing in employment, community integration, and social services for persons living with persistent mental illness.

Contact Information:

Gino Taylor, Program Manager/Vocational Coordinator
University Health - Behavioral Health
300 West 19th Terrance
Kansas City, MO 64108
Phone: (816) 404-6270
Fax: (816) 404-6286
Gino.Taylor@uhkc.org

Brief Bio:

Gino Taylor is the Director of Quality Improvement for University Health - Behavioral Health in Kansas City. He has over 20 years of experience working in the field of Vocational Rehabilitation, change management, and performance improvement. He has worked at various levels in the areas of rehabilitation and performance improvement in different systems. Gino has helped people determine whether they are ready to work, formulate vocational objectives, remove process waste in a large organization, and support high-impact initiatives that drive organizational results and cultural transformation strategies. He has worked with and developed programs for veterans, physical disabilities, ASD, and persons with severe and persistent mental illness. He has developed new ideas for services and written grants for innovative programming. He has presented at local, state, and national conferences on topics related to rehabilitation, ASD, and performance improvement.



GINO V. TAYLOR

Summary

Motivational leader and organizational problem-solver with advanced supervisory, team building and customer service skills. Experience stepping into roles and quickly making positive changes to drive company success. Focused on using training, monitoring, and morale-building techniques to maximize employee engagement and performance.

Skills

- Issue and conflict resolution
- Contract development and management
- Decision-making
- Critical thinking
- Supervision
- Training & Development
- MS Office
- Computer skills
- Relationship building
- Working collaboratively
- Analytical
- Team management

Experience

University Health

Director - Behavioral Health Quality Improvement

03/2005 - Current

- Progressive movement from Employment Specialist to Director of Quality Improvement.
- Oversee the overall operation of the BH quality department in accordance with all applicable statutes, regulation, policies, and standards.
- Designs and implement new services, changes existing services, and explore emerging best practices.
- Served as the Patient Safety/Risk Manager for BH.
- Act as liaison to community.
- Coordinate and collaborate with corporate patient safety, accreditation, and infection control.
- Provide training for the BH division and corporately.
- Facilitate and managed performance improvement projects.
- Provide briefing/present to to funders, senior leadership and the board as needed.

MO Army National Guard

Officer

10/1998 - 05/2005

- Supervise and responsible for brigade intelligence needs.
- Assess the command climate and morale of the intelligence section.
- Supervised up to 40 personnel members.
- Serve as a recruitment liaison.
- Generate a three-year plan for training of soldiers.
- Conduct and coordinate peer counseling for fellow officer and subordinates.

Kaw Valley Psychiatric Hospital

Unit Coordinator

07/2004 - 03/2005

- Provided overall structure and care of the patients.
- Implement program service plan and carry out the goals and objectives of the hospital.
- Ensure unit compliance with all applicable health and safety standards.
- Provide, coordinate, and monitor in service training.

Education and Training

Baker University | Overland Park, KS

Doctorate of Education in Higher Education Leadership

10/2021

Webster University | Overland Park, KS

Master of Health Administration

10/2014

Webster University | Overland Park, KS

Master of Arts in Human Resources Management and Human Resources Development

10/2007

Central Missouri State University | Warrensburg, MO

Bachelor of Science in Rehabilitation Psychology

05/2003

Community Activities, Committees, Boards and Associations

University Health (2005 – current)

- *BH Safety Committee - Chair*
- *Service Excellence/Employee Engagement - Member*
- *BH Quality Improvement Committee - Chair*
- *Professional Development - Member*
- *Crossroads Infrastructure Committee - Member*
- *Diversity and Inclusion Committee - Member*
- *LGBTQ+ Committee - Member*
- *BH Cultural Diversity Committee - Chair*

Phi Beta Sigma Fraternity Incorporation (2001 – current)

Phi Beta Sigma Fraternity, Inc. is an international organization comprised of 150,000 college educated men which focuses on issues that impact youth and our communities. Through our national mentoring program for males ages 8-18, the organization provides opportunities for the development of young men as they prepare for college and the workforce. The Organization's partnerships with the American Cancer Society, March of Dimes, Centers for Disease Control and Prevention, Boy Scouts of America and the Thurgood Marshall College Fund speak to its mission to address social ills including health disparities, educational and developmental challenges for young males.

My Role/Positions

Collegiate Chapter President (2001-2003)

Collegiate Chapter Advisor (2003 -2009)

Chapter Historian (2003-2005)

Chapter Secretary (2005-2008)

Regional Board (2008-current)

National Pan-Hellenic Council (2001 – current)

The stated purpose and mission of the organization is “Unanimity of thought and action as far as possible in the conduct of Greek letter collegiate fraternities and sororities, and to consider problems of mutual interest to its member organizations.”

My Role/Positions

Graduate Chapter President (2019 - 20210)

Collegiate Chapter President (2002-2003)

Liaison for Phi Beta Sigma (2004- current)

Sergeant at Arms
Parliamentarian (2010-2018)
Greater Kansas City President (2019 - current)

Human Resources Management Association (2006 – 2010)

The Society for Human Resource Management of Greater Kansas City, Inc. is a professional association dedicated to the advancement and support of the human resource profession. An affiliate of the Society for Human Resource Management. SHRM-KC has long been recognized as one of the largest and oldest chapters of the Society for Human Resource Management.

My Role/Positions

Member (2007-2010)
Diversity committees (2007)

Missouri Rehabilitation Association (2007 – 2019)

The mission of the Missouri Rehabilitation Association is to promote an environment in the State of Missouri which gives persons with disabilities a fair opportunity to achieve quality of life through:

- Promotion and support of appropriate legislation and adequate funding
- Promotion of quality of services provided
- Promotion of research and training
- Promotion of public awareness in education
- Promotion of goals and purposes of the National Rehabilitation Association

My Role/Positions

Board Member – Consumer Marketing (2009 - 2010)
Board Member – Legislative (2010 - 2018)
State Board Member – Legislative (2010 - 2018)
President (2014)

Missouri Association for Rehabilitation Facilities (2008 – 2018)

The **Employment Division** consists of Community Rehabilitation Providers throughout the state of Missouri that offer a variety of vocational services to persons with disabilities. These services include skills training, job development, supported employment, sheltered employment, and job maintenance support needed to become employed and improve their independence.

MARF providers serve people with disabilities through many aspects including: Residential Services, In-home Supports, Day Programs, Individual Supported Living (ISL), Group Homes, Community Access Training, Skills Training, Job Development, Supported Employment, and Sheltered Employment.

My Role/Positions

Board Member (2008 – 2018)
Division Chair (2016 -2017)

Crossroads Community Association (2016 – current)

The mission of the Crossroads Community Association shall be to support, promote, advance, and encourage the revitalization of the community as a thriving, safe and attractive center of art, history, enterprise, commerce, culture, residence, entertainment, education and other activity; to inform and educate the members of this association and the public about community issues; to provide a forum to address community objectives and issues; to build a strong community through communication, cooperation, planning and leadership; to build a strong partnership between business owners, property owners, tenants and residents to ensure community involvement; and to enhance the quality of life within the community.

My Role/Position

Board Member (2016 – current)

Cultural competency Advisory Council (2016 – current)

The Cultural Competence Advisory Council is composed of providers, community members, participants, Board members and staff. The CCAC meets monthly, and has several responsibilities in advising the Trustees. Joining the CCAC is easy. It starts by completing and returning a CCAC application.

My Role/Position

Council Member (2016 – current)

TNC Community (2020 – current)

The mission of the TNC Community is to advocate for interdependent living, education and community inclusion through competent, caring support.

My Role/Positions

Board Member (2020 – current)

Administrative/Strategic Planning Committee (2020 – current)

Finance/Long Range Committee (2020 – current)

JOHN WELCHEN

John grew up in Kansas City, KS and has worked in the financial industry for over 14 years. He always enjoyed helping people and working with numbers, so finance was a natural field for him. Throughout his career, he has worked in retail banking, investment accounting, plan sponsors planning (retirement accounts), bank operations, and real-estate loan servicing.

After completing his Master of Business Administration (MBA) in Finance in March 2020, John decided to pursue a financial planning practice as a Financial Advisor to help bring awareness about financial literacy, financial planning, and the resources available to my community. I help my clients identify their financial goals by creating personalized plans. Then we implemented those plans and review them annually.

██████████
████████████████████
John Welchen, MBA

SUMMARY

Customer-focused financial professional with over 13 years' experience in management and financial consulting. Proficient in leading and contributing to projects designed to improve efficiencies & processes, decrease expenses, and boost overall production. Recognized for the capacity to tackle challenging issues, analyze viable alternatives, and provide innovative solutions that reside well within clients' time frames and budgets.

EXPERIENCE

Northwestern Mutual, Kansas City, MO — *Financial Advisor* APR 2021 - PRESENT

- Work with clients to identify their financial security needs and then focus on solutions that can help make their goals a reality. Relying not only on my own knowledge and experience, but also on the expertise of a team of specialists.

PNC Bank, Overland Park, KS — *Business Analysis Consultant* AUG 2019 – APR 2021

- Work closely with the business to develop, recommend, and establish strategies, plans and processes to improve efficiencies.
- Manage cross-enterprise project work by providing clear direction, suggested timelines for completion and tracking progress against goals.
- Direct large-scale projects and initiatives, delegate analysis work, and provide direction, guidance, and support to contributing parties.
- Identify opportunities for improvements to team processes and take action to implement.
- Conduct and manage outcomes of various studies that include analyzing, reviewing, forecasting, trending, and presenting information for operational and business planning.
- Support short and long term operational/strategic business activities by developing, enhancing, and maintaining operational information and models.

Commerce Bank, Kansas City, MO — *Data Analyst* JUL 2017 - JUL 2019

- Provided business and functional analysis to internal operations contacts, as well as other markets and business -lines.
- Collaborated with Corporate Finance to create reporting to better analyze variances between budgeted and actuals.
- Compiled and reviewed complex data to assess multi-million-dollar accounts and business units.
- Find ways to improve operations efficiency to help decrease cost for internal customers.
- Converted data into actionable insights by predicting and modeling future outcomes.

Great-West Investments, Overland Park, KS — *Business Process Analyst* OCT 2014 - MAR 2017

- Provided input into the planning, organization, implementation and monitoring of management processes, tools, risk issues, and opportunity management.
- Tracked and reported on enhancement requests and development efforts to provide visibility to senior management on timeline for expected changes/improvements.
- Provided as-is and to be workflow analysis and identified opportunities to modify, automate, and streamline processes to improve efficiency.
- Recommended process improvements to reduce waste and continuously improve performance.
- Worked with various business units to assist in all reporting, data extracts and information needs.

State Street, Kansas City, MO — *Fund Administrator, II* JAN 2013 - OCT 2014

- Prepared and submitted yearly, semi-annually, quarterly, and monthly forecasting plans for budgets exceeding \$1 billion plus.
- Prepared investment financial statements, regulatory forms, and other financial materials as required by the client and federal regulations.
- Reviewed investment expense reports, periodically recommending adjustments to budgets.
- Performed compliance testing in relations to the SEC, IRS, and other board approved operating requirements.

BMO Harris Bank, Shawnee, KS — *Personal Banker*

JUL 2010 - JAN 2013

- Identified and sold appropriate banking products based on strategic analysis of the customer financial needs.
- Initiated and maintained customer contact through a variety of methods, including, but not limited to face-to-face customer interaction, telemarketing, and community involvement.
- Analyzed customer's financials, credit data and other relevant information to evaluate level of risk as well as present viable financial alternatives and advice to customers.

EDUCATION

Park University, Kansas City, MO — *Master of Business Administration (MBA), Finance*

- July 2017 - MAR 2020

University of Phoenix, Phoenix, AZ — *Bachelor of Sciences (B.S) in Business Management*

- Oct 2007 - Oct 2011

SKILLS

- Years of experience in a role requiring excellent communication, time/project management, problem-solving, organizational, and analytical skills, coupled with thoroughness and attention to detail.
- Proven ability to effectively develop and maintain relationships at all levels of the business, including executives, IT, and vendors.
- Diverse knowledge of providing effective business strategies and solutions.
- Multiple years of providing financial analysis and reporting to assist with both business and operational decisions.