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PERSONAL STRENGTHS

I am a mission-driven individual. My greatest strength is patience. I believe it is what has made me successful in working with kids.

WORK HISTORY

Executive Director, Crossroads Hope Academy

26 April 2017 to Present

My team and I struggled and learned how to be successful with some of the most difficult to place teen foster boys in the Florida foster system. On average, our boys have been to 14 different foster placements.

Out of over 50 boys who have turned 18 with us, 2 have their degree from college, 1 had a successful army enlistment, more than 50% have their HS diplomas, and none are homeless. National average: Less than 2% of foster kids go to college, less than 50% of foster kids have their diploma on time, 1 in 5 foster boys are homeless by the age of 22. On average, foster kids go to 3 different placements. (Casey Foundation Numbers)

Executive Director/ Principal, AMIKids Crossroads

11 June 2010 to April 25, 2017

In May of 2012 we found out that after 26 years, DJJ would not be renewing our contract (cutbacks in state budget). We had saved a significant amount of money which allowed us to retool as a boarding school for difficult to place foster boys. There were no models to follow as it appeared that no one else in the state, and maybe country, were intentionally taking the kinds of kids we were taking. We also quickly realized that our mission was vastly different from the previous mission, so in December of 2016, we began to amicably separate from AMIKids.

Executive Director/ Principal, AMIKids Gainesville

11 November 2006 to 10 June 2010

My overall responsibilities include contract oversight on a Department of Juvenile Justice (DJJ) contract, and an Alachua County School Board contract, totaling just under one million dollars. We have 14 employees and 53 kids in our year-round day treatment program. Our services include case management, mental health counseling, behavior modification, and education for our adjudicated teens.

Case Manager, Pinellas Marine Institute (AMIKids)

15 August 2004 to 10 November 2006

My depth of operational experience allowed me to be an extremely diverse staff member at PMI. I learned immensely from my Case Management responsibilities, however, over the two years I was at PMI, I did everything from rebuilding boats with kids, to helping rebuild other AMI programs.

Partnership Coordinator, JJCRISP (DJJ – Prevention)

1 August 2004 to October 2006

This part-time job working with the Juvenile Justice Boards and Councils in Circuit 12 has helped me grow exponentially in my understanding of the Department of Juvenile Justice. I also established invaluable contacts with the Department. My duties included organizing Council meetings, ensuring that the Legislative Budget Request (LBR) was developed and distributed to the State, and I acted as the liaison between the Circuit Board, and DJJ.

Director of Operations, Crossroads Wilderness Institute (AMIKids)

13 August 2003 to 12 August 2004

My primary responsibilities included staff scheduling over four shifts, and student discipline. I conducted intakes and exits of all students, supervised case treatment, Education, maintenance, and the kitchen staff. Additionally, I assisted the Executive Director with maintaining our contractual requirements with the Department of Juvenile Justice and the local School Board.

Director of Operations, Gulf Coast Marine Institute (AMIKids)

August 2002 to August 2003

While at GCMI, I was able to build some strong relationships within the community as well as with the Department of Juvenile Justice and the Manatee County School Board. GCMI is a day-treatment program, we had 55 kids and one shift of 19 staff.

Group Leader, Tarkio Academy (Missouri)

14 May 2001 – July 2002

As Group Leader in a residential facility for troubled youth, I supervised staff and students, assisted with programming, and lead treatment groups that focused on the behavior and emotional needs of the youth.

Skill Development Worker, Cornerstone Counseling

12 Jan 2001 – July 2002

While working closely with a licensed mental health provider, my main duties were to teach coping skills to troubled youth. I met individually with clients or with their families to teach such behavior or parenting skills as anger management, conflict resolution and relationship building. I also helped families in connecting with other social service agencies.

Management Team Member, Associated Marine Institutes (AMIKids)

4 Feb 1996 – 30 June 1999

During my three and a half years at AMI, I grew from being hired as a staff member at a local school, to working on a management trouble-shooting team for the parent company. I was promoted four times: staff to Coach/ Trainer, to Team Leader, to Director of Operations, to Management team member. As a staff, I directly supervised kids. I taught CPR, First Aid, SCUBA, and Marine Science. As a Coach/ Trainer, I facilitated training for staff and managed case treatment for the students. During our annual Quality Assurance, my area received the highest ratings that can be achieved. As a Team Leader, I managed six staff and was responsible for the discipline of the students during my shift. As Director of Operations, I managed 28 staff over 4 shifts. I was the head disciplinarian for the school. Additionally, I was responsible for all contact with the Department of Juvenile Justice, and the local School Board as well as doing all of the hiring and firing of the staff. As a Management Team member, I traveled to 7 different AMI schools to help fix management and operational problems. I left the company and moved back to Iowa because of my Mother's health problems.

SCUBA Instructor/ Equipment Technician, Atlantic Pro Divers

20 June 1995 - 10 Mar 1996

During my time as an instructor, I certified 13 classes of SCUBA divers in basic as well as advanced courses. As an equipment technician, I repaired over 120 SCUBA regulators along with countless other pieces of life support equipment. I was also responsible for purchasing inventory for the business, and assisted in advertising, writing the monthly newsletter, and retail sales.

Explosive Ordnance Disposal Technician/ Diver, United States Navy

10 Dec 1989 - 10 July 1995

As an integral member of a seven-man team, my primary responsibility was the rendering safe of explosive devices and unexploded ordnance. My administrative duties included the maintenance of classified publications, purchasing supplies for the team, and managing the hazardous materials storage area. I received the Navy Achievement Medal for assisting in the successful underwater recovery of a crashed, fully armed FA/18 jet airplane. I also received a letter of commendation and five letters of appreciation for other jobs in which I went above and beyond the call of duty.

EDUCATION / CERTIFICATES

Masters in Educational Leadership from Georgia Southern University	May 2009
BA in Management and Organizational Leadership and a BS in Bible Grace University	May 2003
Red Oak High School Graduate	May 1986
Foreign Exchange Student to Finland	Aug 1986-June 1987
Naval School Explosive Ordnance Disposal Graduate	1993
PADI Diving Instructor #90-072	Since May 1995
NASE Diving Instructor #12833	Since June 1996
NAUI Diving Instructor #52996	Since March 2011
Red Cross Life Guard Instructor	Current Since 1996
Red Cross CPR / Professional Rescuer Instructor	Current Since 1996
Red Cross Community CPR and First Aid Instructor	Current Since 1996
DJJ Certified Quality Assurance Peer Reviewer	2004 to 2013
Associated Marine Institutes College and Instructor College Graduate	
AMI Coach of the Year	1987, 1998 and 2005
Staff of the Year from PMI,	2005
YMCA Volunteer Swim Coach	1999, 2000, and 2001
Red Oak Volunteer Fire Fighter	Dec 1999 – Dec 2000
Charlotte County Marine Advisory Committee	Dec 2015-July - 2018
Charlotte County Charter Review Committee	Aug 2015- June 2016
Charlotte County Beaches and Shores Committee	Jan 2017-July -2018
Charlotte County Board of Zoning Appeals	Jan 2023-May 2023
Wall of Warriors inductee, Military Heritage Museum	February 2017
Punta Gorda Christmas Tree Lighting Committee	Jan 2017- Dec 2020

REFERENCES

Duncan Scarry, Board Chair CHA	(239) 398-1251
Eric Loche, Morgan Stanley	(941) 456-8288
Robert (Bucky) McQueen, Board Chair	(941) 626-9209
Joe King, Executive Director AMIkids Dade	(305) 788-5412
Ron Boyce, Executive Director, AMIkids Panama City	(850) 258-1670
Ian Fletcher, Gainesville Chamber of Commerce	(352) 244-5111