

The logo for United Partners for Human Services is located in the top left. It features a white swoosh graphic that frames the text. The text "UNITED PARTNERS" is in a bold, sans-serif font, followed by "for HUMAN SERVICES" in a smaller, italicized font. Below this, the tagline "The Voice for Human Services" is written in a small, italicized font.

UNITED PARTNERS
for HUMAN SERVICES
The Voice for Human Services

2021 ANNUAL CONFERENCE

VIRTUAL



CONNECT.
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INNOVATE.

**Conference for Excellence in
Nonprofit Management & Leadership**

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***Developing innovative solutions that help
advance the missions of nonprofit organizations.***

Welcome

Conference Attendees,

Welcome to the United Partners for Human Services (UPHS) 22nd Annual Conference for Excellence in Nonprofit Management & Leadership. When looking to influence social change or solutions to complex community-wide issues, we must turn to each other to connect, collaborate and innovate - both as individuals and nonprofit professionals.

This year's conference is centered around the theme of Connect. Collaborate. Innovate. to assist in doing just that - seeking to influence social change for those we serve. Conventional wisdom says that scaling social innovation starts with strengthening internal management capabilities. Research shows that real social change happens when organizations step outside their comfort zones and seek creative ways to enlist the help of others.

Our capacity to reframe the future of human services enables each of us to better serve our neighbors experiencing homelessness, food insecurity, trauma, mental illness, addiction, domestic violence, physically limiting disabilities, etc. The challenges facing those we serve are multi-faceted and complex and our hope is that today's conference will inspire you to Connect. Collaborate. Innovate. to further improve the quality of life for our community and our most vulnerable citizens.

We host this annual conference to provide a high-quality professional development experience for our human services professionals, while also linking you to others in our community who are invested in similar work.

I want to extend my heartfelt thanks to each sponsor, partner, speaker and volunteer who helped make this 22nd Annual Conference possible. We particularly want to thank our Conference Presenting Sponsor - James Moore & Company, CPAs whose commitment to the nonprofit sector is unmatched. Please take advantage of the learning opportunities presented today, as well as, each individual you may come to meet and the significance their role plays in the life of our neighbors.

With gratitude,

Leslie Powell-Boudreaux
President, UPHS Board of Directors
Executive Director, Legal Services of North Florida



Schedule

#UPHSLead21

May 12, 2021

9:00 - 9:15AM Welcome & Announcements

9:15 - 10:30AM Session #1 - Workshops

10:30- 10:45AM Networking Break

10:45 - Noon Session #2 - Workshops

12:00 - 12:15PM Awards & Announcements

12:15 - 1:30PM Lunch Break

1:30 - 2:45PM Session #3 - Workshops

2:45 - 3:00PM Wrap-Up

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Table of Contents

Schedule of Events **2**

Session Listings **6-8**

Workshop Descriptions **11-15**

Award Honorees **16-17**

Speaker Bios **18-23**

Reflections & Notes **24-33**

About UPHS **34**

Member Agencies **35**

Sponsor Acknowledgements **3 & 36**

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Step 2: Enter your login credentials.

Use the email address you registered with and the password UPHS123 to log in. If you already had a Hopin account before registering for the UPHS conference, you will use the email address and password associated with that account.

Step 3: Click on UPHS Annual Conference to enter the event reception area

hopin

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ORGANIZATIONS

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+ New organization

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Help

Step 4: Choose the session you want to attend.

Once the event goes live, you will see “What’s happening” on the schedule. Review the schedule for available sessions and click the title of the session you wish to attend.

Note: You will have access to the event main stage and sessions 5 minutes before the scheduled start time. All other sessions will be hidden from view.

Troubleshooting

Hopin Tutorial Video

Video & Audio Issues: Windows 10 | Mac

Session Listings

TRACKS of Focus

ADVOCACY

Details on Page 11

CHILDHOOD EDUCATION

Details on Page 12

9:00 - 9:15AM

WELCOME & ANNOUNCEMENTS

SESSION 1

9:15 - 10:30AM

Get in the Advocacy Game...and
Winning a Few Victories

Adverse Childhood Experiences
(ACEs) and Trauma-Informed Care
Panel

10:30 - 10:45AM

NETWORKING BREAK

SESSION 2

10:45 - 12:00 PM

The Power of Partnership for
Leveraged Impact Panel

Homelessness and the Impact on
Youth Development: The Schools
Connection to the Community

12:00 - 12:15PM

AWARDS

Kris Knab Service Award, Roger Kauffman Exemplary Community
Agency Award and the Jack Gant Innovative Community Program
Award

12:15 - 1:30PM

LUNCH BREAK

Lunch on your own

SESSION 3

1:30 - 2:45PM

Essential Communication
Strategies to be a Differentiator

Retaining Talent: Transitioning
from Intern to Human Service
Professional Panel

2:45 - 3:00PM

WRAP-UP

CLIENT RELATIONS

Details on Page 13

DIVERSITY, EQUITY & INCLUSION

Details on Page 14

LEADERSHIP

Details on Page 15

WELCOME & ANNOUNCEMENTS

**Utilizing Your Voice to Engage
Community**

Advancing Equity at All Levels

**Board Development, Leadership
from Any Seat**

NETWORKING BREAK

**Solutions Outside of the Box
Panel**

**UPHS DEI Taskforce Guidebook
Roll-Out**

Managing in Times of Crisis

AWARDS

Kris Knab Service Award, Roger Kauffman Exemplary Community
Agency Award and the Jack Gant Innovative Community Program
Award

LUNCH BREAK

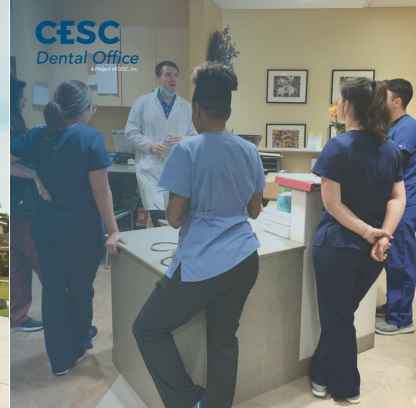
Lunch on your own

Our Florida Voices

**TalChamber: Advancing Equity
with the Business Sector**

**Fund Development and Donor
Pipeline Management**

WRAP-UP



Proudly supporting the work of **UPHS Members** who provide essential human services to our community. Make some time to learn more about *CESC, Inc.* and their work in Connecting Everyone with Second Chances.

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Mesha Ware VP, Operations Specialist / Brand Leader





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Advocacy

Advocacy can play a powerful role in making our community more just. And it can help human service nonprofit organizations make important advances that create lasting, positive and transformative policy change. Advocacy is a year-round commitment; this track will help to identify how successful advocacy goes beyond only making contact with your elected officials when it benefits a particular issue/organization.

Getting in the Advocacy Game...and Win a Few Victories

Session #1: 9:15 - 10:30AM

Presenter: Jack Levine, CEO, 4Gen Institute

Advocacy covers everything from working with state, federal, or local elected officials to creating grassroots movements to signing on campaigns. Yet many nonprofits are fearful of jumping in. Why? Many leaders are confused about advocacy. In this workshop, we will talk about what is “okay” in terms of advocacy in nonprofits. In this interactive session, Jack Levine will help you workshop an effective advocacy pitch. You will leave with hands-on experience approaching elected officials.

The Power of Partnership for Leveraged Impact

Session #2: 10:45 - 12:00PM

*Presenter(s): Jack Campbell, State Attorney, 2nd Judicial Circuit
Sheriff Walt McNeil, Leon County Sheriff's Office
Kevin Warren, Executive Director, We Are All We Need*

Ever wonder why collaborative relationships are so important? Linking arms with institutions that have a similar goal to advance equity creates more awareness and provides new opportunities to be proactive in moving this work forward. Collaboration occurs when organizations and individuals make a commitment to work together and contribute resources and expertise to achieve a common, long-term goal. “Partnerships are critical. You just can’t do it all yourself.”

Essential Communication Strategies to be a Differentiator

Session #3: 1:30 - 2:45PM

*Presenter(s): Stephanie Shumate, VP of Client Relations, CATECOMM
Jamie Van Pelt, President, ESPMedia*

Leverage your story. The importance of effective storytelling is gaining serious momentum in the nonprofit community. And, for good reason. When done properly, a powerful and compelling brand story can literally be a game-changer for your nonprofit. It can improve your fundraising results and boost brand visibility. A good story can build trust and deepen existing relationships and forge new ones. An inspiring brand story can intrigue, engage and connect emotionally with your many audiences. This session will equip you with the understanding of how your brand story can help you build and empower an army of brand ambassadors to share your story at the grassroots level and help make it top-of-mind.

Childhood Development

This track is hyper-focused on young children and their learning, development, and family environment. Learn about the latest research findings, models, and resources that guide inclusive policy, professional development, and practice; to develop collaborative relationships and cross-agency systems that support early childhood inclusion; and to have the opportunity to meet, learn from, and problem solve with peers.

Adverse Childhood Experiences and Trauma-Informed Care

Session #1: 9:15 - 10:30AM

*Presenter(s): Molly Grant, Program Director, Association of Early Learning Coalitions
Kim Sineath, Executive Director, The Learning Pavilion
Erin Smeltzer, Executive Director, Association of Early Learning Coalitions
LaFonda Wilson, CEO, Kids, Incorporated*

This workshop will provide a background on current understandings of adverse childhood experiences and how trauma impacts children, youth and adults. The panelists will describe promising research and best practices for working with people who have experienced trauma and will introduce professionals to the language, values, and skills needed to provide trauma informed services. Learning outcomes include:

- How to recognize the effects of trauma in children, youth and adults,
- How to better understand clients within the context of complex, developmental trauma,
- How to implement basic strategies to assist in the stabilization and support of children, youth and adults with traumatic histories,
- How to recognize vicarious trauma, how to differentiate it from “burnout” and how best to understand and manage its effects on our personal and professional lives.

Homelessness and the Impact on Youth Development: The Schools Connection to the Community

Session #2: 10:45 - 12:00PM

*Presenter(s): Dr. Michelle Gayle, Assistant Superintendent, Leon County Schools
Michael Hightower, Families in Transition Coordinator, Leon County Schools
Anna Kay Hutchison, Community Partnership School Director, Children's Home Society*

Homelessness creates a huge barrier to the educational well-being of children. The Leon County School is dedicated to connecting families to resources and support, that provide long term solutions. This workshop will discuss the districts interventions, community partnerships and policies, that support families in transition.

Retaining Talent: The Transition from Intern to Human Service Professional

Session #3: 1:30 - 2:45PM

*Presenter(s): Katrina Boone, Director of Field Education, Florida State University
Keithen Mathis, MSW Assistant Teaching Professor, FSU College of Social Work
Dr. Joi Phillips, Director, FSU Center for Leadership & Social Change*

More and more human service agencies are discovering the benefits of internship programs. Some of our agencies offer paid programs while others provide a traditional, unpaid internship opportunity. This discussion will focus on how a great internship experience, provides the knowledge and skills needed to become a successful human service professional, as well as learn the do's and don'ts of supervising interns.

Client Relations

In the world of nonprofits, client management is critically important. Cultivating your client relationships is essential for growing your client base. Building a strong reputation in any field takes time, but with consistent effort and good follow through, you can be sure that strong client connections will continue to pay off – even after your initial project is complete. This track will focus on how your organization can build and maintain positive client relationships.

Utilizing Your Voice to Engage Community

Session #1: 9:15- 10:30AM

Presenter: Morgan Evers, CEO, FINACIOUS Visionary Consulting + Solutions

As a nonprofit organization, it is important to be engaged and relevant to the community that you serve. By becoming an active member in the local area, not only can you increase the recognition of your organization, but you can also meet the people that make up the very community you operate in. This session will highlight how people are your very direct base of volunteers and donors, and how your nonprofit needs to recognize them and appreciate their efforts in supporting your cause to elevate your presence locally.

Solutions Outside of the Box

Session #2: 10:45 - 12:00PM

Presenter: Jessica Yeary, Public Defender, 2nd Judicial Circuit

The Public Defender's Office would like this community to be proud of them. This workshop will highlight how their office seeks solutions that are outside of the norm to best support individuals with criminal offenses. Their team collaborates with human service agencies and local leaders to proactively engage the in addressing crime in neighborhoods, with neighbors all while connecting their clients to much needed social service resources.

Our Florida Voices

Session #3: 1:30 - 2:45PM

Presenter: Tomica Archie Smith, Co-Owner, iDid Creations, Inc.

It is important to bring together collective voices to address the lack of health equity in our community. This workshop will highlight and outline about what is needed to improve health outcomes, and the role human services plays in it. Presenters will also address the role community engagement plays in helping our members make informed decisions about healthcare.

Diversity, Equity, Inclusion

This track will explore how you can build a successful organizational culture that welcomes staff and volunteers while proving to be highly productive. Turn your organization in a new, positive direction by increasing diversity, practicing self-care and creating an environment that attracts and retains great people.

Advancing Equity at All Levels

Session #1: 9:15 - 10:30AM

Presenter: Dr. Devona Foster Pierre, Chief of Equity, St. Petersburg College

We have an obligation to break down barriers at all levels. In order to influence change, the community must take a deep look at improving outcomes in the areas of, housing, education, and economic security. This workshop will discuss current initiatives and strategies in place to promote equity in the community. Also discussed, will be ways agencies can work to ensure that their policies and procedures are inclusive and culturally competent.

UPHS Diversity, Equity & Inclusion Taskforce

Session #2: 10:45 - 12:00PM

Presenter(s): M. Miaisha Mitchell, Executive Director, Greater Frenchtown Revitalization Council

Cecka Rose Green, CPM, Executive Director, Children's Home Society

UPHS adopted the position that *If Your human service work isn't anti-racist, it isn't human service work* and over the last six months the UPHS Diversity, Equity and Inclusion (DEI) Taskforce has developed guiding principles to ensure our human services ecosystem focuses equity at all level. In this session, the Taskforce will reveal its work to-date, as well as what resources to expect when successfully achieving equity within our organizations, with emphasis on the following:

- Improving the equity within how our members serve their clients,
- Improve the equity within how our members treat their staffs/volunteers,
- Advocate for others (community at-large, donors, networks, etc.) to understand their own biases that leads to equity becoming the new norm.

The TalChamber: Advancing Equity with the Business Sector

Session #3: 1:30 - 2:45PM

Presenter(s): Terrie Ard, Talent, Education & Workforce Committee Chair

Richard Darabi, Economic Competitiveness & Business Climate Committee Chair

Sha'Ron James, Community & Prosperity Committee Chair

Jay Smith, TalChamber Chairman

Join the TalChamber's leadership team to learn more about their strategic initiatives, as well as the critical role businesses play in strengthening the prosperity, livability and safety of our community. The TalChamber will share ways in which the human services sector can support this initiative given the work we do in addressing poverty and economic disparity daily.

Leadership

Effective leadership is the cornerstone of impact and influence. This track is for upper management or executives looking to be inspired by new ways of leading, managing and cultivating your colleagues to build a better, stronger organization. With specific tie-ins to human resources, fundraising and building organizational values, this track is perfect for someone looking to build their leadership skills in our sector.

Board Development: Leadership from Any Seat

Session #1: 9:15 - 10:30AM

*Presenter(s): Kelly Otte, Interim Executive Director, Oasis Center for Women & Girls
Alyce Lee Stansbury, CFRE, CEO, Stansbury Consulting, LLV*

What are the characteristics of a well-functioning board and what role does each member play in making this occur? Leading as a nonprofit board requires more than just following an agenda. Community leadership comes from recognizing the wealth of capacities that people in the community possess. The entire board needs to be mission-driven and recognize their own leadership potential and responsibility. This session will help Board members and chairs to better understand their roles and responsibilities to help guide organizations, staff, and volunteers towards highly productive conversations and sound decision-making.

Managing in Times of Crisis

Session #2: 10:45 - 12:00PM

Presenter: Mark Payne, Partner, James Moore & Company, CPAs

As the Coronavirus (COVID-19) pandemic spread throughout the world, governments, businesses and nonprofits raced to adapt and respond to limit human hardships. Some of the government actions, combined with general uncertainty, are also causing a crisis of confidence in worldwide financial markets. In this time of public health and economic challenge, nonprofits need the full picture of where they stand financially so they can remain nimble and respond quickly to the changing needs in their communities. The economic downturn is likely to cause a decline in donations. It is critical that nonprofits take stock of their current financial situation, create forward projections and make early, intelligent decisions to shore up funding and engage donors.

Fund Development and Cultivating a Strong Donor Pipeline

Session #3: 1:30 - 2:45PM

*Presenter(s): Kathleen Hampton, President, Association for Fundraising Professionals Big Bend
Grace Frances, Director Community Partnerships, End Violence Against Women Int'l
Mickey S. Moore, CEO, Moore Business Strategies
Colette Podgorski, Director of Development, FSU College of Social Work
Chris Turner, Director of Development, 2-1-1 Big Bend*

As philanthropy becomes increasingly important and more frequent campaigns become a consistent element of the environment, organizations face a challenge: how do I raise more money while combating donor fatigue? A pipeline fueled by qualification can help balance these competing priorities—but qualifying donors is a challenge for most development shops. In this session, we will discuss the nuts and bolts of successful qualification efforts, drawing on learnings from nonprofits in the region. You will understand the importance of qualification efforts and how they can benefit your organization, you will have a roadmap for developing qualification plans and leveraging internal staff, and you will leave with the tools to overcome common challenges or concerns related to qualification.

Award Honorees

Roger Kaufman Exemplary Community Agency & Jack Gant Innovative Community Program Awards



Presented by: the 21st Century Council and the FSU College of Education Foundation

Faith Presbyterian Preschool Diversity Program

Welcome to Faith Preschool! We are so excited about this school year and the many new and exciting things that we have planned for your child.



Faith Preschool & Kindergarten was established in 1960 as an outreach of Christian ministry. We are committed to the highest standards of education and excellence in a nurturing and loving environment. The school offers a healthy balance of specific learning centers to reach the total development of each child.

The goals, plus the scope and sequence for the respective classes are designed to offer a wide variety of hands on learning experiences with exposure to as much as possible, so that we meet the needs of the varied learning styles of the children we teach.

The total program serves at the pleasure of the Session of Faith Presbyterian Church and is open to all children with-out regard to race, creed, color, or national origin.

To learn more about the Faith Presbyterian Preschool & Kindergarten Program, the Philosophy and the Outreach of the Preschool visit their website:

www.faithpreschooltally.org

Award Honorees



Kris Knab Service Award

Kris Knab, beloved former executive director of Legal Services of North Florida, Inc. and founding board member of UPHS passed away at 67 after a long battle with pancreatic cancer on July 19, 2018. To know Kris was to love her; she was a true servant leader and valued advocate who touched the lives of so many. Her legacy and commitment to serving others through her work will have a deep, lasting impact on our

community for many generations to come. UPHS has established the Kris Knab Service Award to be presented to a nonprofit executive director annually who possesses a compassion and desire to assist others with a demonstrated background and commitment to building a stronger community through their service and leadership.

The criteria included: Someone who personifies the highest standards of excellence, courage and commitment to community | Reputation for excellence for an institution, organization or foundation | High position of responsibility that influenced countless people | Possess a compassion and desire to assist others with access to services to rise above their means | UPHS Member in good standing | Those who exemplify dedication to community service and leadership.

2021 Kris Knab Service Award Nominees



Cesar Matthews
English Teacher
PACE Center for
Girls, Leon



Samantha Vance
Executive Director
*Ladies Learning to
Lead*



Kevin Warren
Executive Director
We Are All We Need



Anita Whitby-Davis
Executive Director
Blautism Education



Dr. Willie Williams
Program Director
PACE Center for
Girls, Leon

Speakers

Session 1 Presenters

Listed in order of appearance by Track



Jack Levine is the Founder of 4Generations Institute and President of Advocacy Resources, a Tallahassee-based consultancy, previously served as President of Voices for Florida's Children for 25-years. Jack specializes in developing and delivering non-partisan advocacy messages in the public policy arena, to the media, and a diverse network professionals and volunteers affiliated with family organizations and service agencies. Jack holds a Master's Degree in Child Development and Family Studies from Purdue University, and a Bachelor's Degree in English Literature from Hunter College, City University of New York. A graduate of Leadership Florida, he was the first recipient of that organization's Distinguished Alumnus Award. He was the recipient of the 2020 Chiles Advocacy Award.



Molly Grant is the Program Director for the Association of Early Learning Coalitions. She has been an advocate for Florida's youngest learners for over a decade. Molly started her career in the Florida Senate specializing in policy development and legislative analysis. It was in this role that she found her passion for early learning policy. She increased her specialty in this policy field by joining the Office of Early Learning within the Florida Department of Education. In the Department she worked extensively on state policy development, the development of the Child Care Development Fund Plan and implementation and analysis of legislative and federal changes to early learning programs. Additionally, Molly led the statewide implementation of the health and safety regulatory changes within the School Readiness Program as well as the statewide Expulsion Prevention Training Initiative. During her tenure she also served as the project Manager for the Preschool Development Grant, managing the implementation of over 45 projects and \$8.52 million in federal funding.



Kim Sineath is the Senior Director at the Learning Pavilion, Tallahassee's smart-play preschool. Kim has been in the nonprofit sector for more than 20 years and is routinely called upon to serve as a content expert and speaker for early education and intervention. In 2020, Kim was the sole local provider voice for early education at the Florida Chamber of Commerce Prosperity Summit. Kim serves as the chair for Early Learning Leon, a collaborative group of preschool providers, community advocates and Leon County Schools; and 2nd Vice President for United Partners for Human Services (UPHS), Tallahassee's leading organization for all things human services. Kim holds a Bachelor's in Social Work with an emphasis in Program Administration from Florida State University.



Erin Smeltzer Erin Smeltzer is the Executive Director of the Association of Early Learning Coalitions. For over fifteen years, she has tirelessly advocated for advancements in quality early childhood education and experiences. Through her experience as an early childhood educator and child care center director she learned the ability of children to rise above any expectation, if given the opportunity. She endeavored to share this truth by serving as an undergraduate practicum supervisor with Florida State University. Every intern who entered her school was immersed in the idea that early childhood must become a priority in our society. Erin used her positions as President of the local NAEYC affiliate and Florida AEYC Public Policy representative to continue advocating for this cause on a national level. Eager for a more influential platform, Erin joined the Florida Department of Education, where she managed all of the statewide quality initiatives funded by the Child Care Development Fund. She was directly responsible for managing numerous multimillion-dollar projects aimed at promoting an integrated early childhood system that prioritized Florida's youngest children. Her priorities included initiatives in professional development, infant/toddler quality, preschool quality, inclusion, and continuous quality improvement. In her current role, she facilitates streamlining best practices across the state and building partnerships that can help give all children an equitable early learning experience.



LaFonda Wilson is the CEO/Executive Director of Kids Incorporated of the Big Bend. She currently is an active Board Member of United Partners for Human Services. She has worked with the Early Head Start program for over 17 years. Her tenure with Kids Incorporated started in 2004, which LaFonda began as an Administrative Assistant. She has always endeavored for excellence with anything that she has put in her mind to do. One of her main goals in life was to serve her community and help those who are in need. Working at Kids Incorporated has allow her to do both. LaFonda has the opportunity to work with low income families with children zero to three years of age in the areas of early childhood education, family engagement, health, mental health, nutrition, and disabilities. This enables her to meld her profession with her passion. While working with the organization and the program, she obtained her Bachelor of Arts Degree in Human Resource Management in 2015. She also, a year later, obtained her Master of Business Administration with a Concentration in Project Management.



Morgan Evers is the CEO of FINACIOUS Visionary Consulting + Solutions. She is new to the entrepreneurial world, but has been training, creating, and launching programs and projects for the past 12 years in Tallahassee and other communities. She has worked at length for the State of Florida with Children's Medical Services (Florida Dept. of Health), as well as for the non-profit sector with the Early Learning Coalition of the Big Bend Region. In every job or advisory position Morgan has held, it has been my mission to connect with people and ensure they connect to what resources they need, even if that means finding funding and creating something that didn't exist before. With her new business, she choose to pour good into the world and affect positive change across sectors and communities. She also currently serves on the advisory board for Grandparents as Parents and Early Learning Leon.



Devona Foster Pierre, Ph.D. is the inaugural Chief Equity Officer at St. Petersburg College and CEO of CFP, Consulting. She is an educator, trainer, and strategist with transformational contributions toward organizational equity, diversity, and inclusion. Her work has been geared towards the implementation of programs that seek to provide parity to marginalized populations within higher education. For well over 15 years, she has served in public and private higher education organizations including in student and academic affairs, affirmative action, and equity, diversity, and inclusion. She has facilitated engaging training sessions with topics including race, racism, microaggressions, LGBTQIA, gender, ADA, and socio-economic status, among others. Dr. Pierre is a proud alumna of Dillard University in New Orleans, Louisiana and Auburn University in Alabama. Equity, Diversity, and Inclusion Executive and Higher Education Professional with exceptional communication, organization, and pedagogical abilities. More than ten years of transformational contributions toward organizational equity, diversity, and inclusion goals. Keen record of program development, implementation, evaluation, and communication of the program viability and return on investment during periods of limited institutional support. Recognized subject matter resource for developing and implementing frameworks that meaningfully connect equity, diversity, and inclusion efforts with various areas of organizational functioning. Higher education leadership experience in the roles of senior vice president and provost, dean, department chair, and faculty senate president. Published scholar and consultant in organizational theory, including nonprofit and public management, negotiation and conflict management, and organizational power and politics. Award-winning teacher of undergraduate and graduate students in business and public administration.



Kelly Otte is the Founder of the Oasis Center for Women & Girls and is currently serving as its Interim Executive Director. Kelly was formerly the Executive Director of Pace Center for Girls/Leon and Refuge House, Tallahassee's domestic and sexual violence program. She has worked in domestic violence centers, rape crisis programs and women's centers in Carson City, Nevada, Norfolk, Virginia, Jacksonville, Florida & Tallahassee. Kelly co-writes a column "Notes on Nonprofits" for The Tallahassee Democrat and was the first Executive Director of United Partners for Human Services, a coalition serving 90 human service organizations in Tallahassee. Kelly has been an Adjunct Professor at FSU in both the Askew School of Public Administration and the College of Social Work and formerly taught at the University of North Florida. She holds a B.A. in Criminal Justice and Master's Degree in Public Administration from the University of North Florida.



Alyce Lee Stansbury, CFRE is the Founder & President of Stansbury Consulting, is a nonprofit expert, 30-year fundraising veteran, and seasoned advisor in nonprofit management and board development. She has helped her clients build high-performing boards; develop and adopt strategic plans; grow fundraising results by over 200% and exceed campaign goals by 45%. She is nationally certified by Association of Fundraising Professionals as a Master Trainer in Fundraising, past President of the Big Bend chapter of AFP, and the chapter's first recipient of the Outstanding Fundraising Professional Award. She has maintained the Certified Fund Raising Executive (CFRE) credential since 2002. Alyce Lee co-writes "Notes on Nonprofits", a weekly column for the Tallahassee Democrat – USA Today Network and is a sought-after speaker throughout Florida and the Southeast. She is a founding Board member and Past Chair of the Institute for Nonprofit Innovation and Excellence in Tallahassee and has served on numerous state and local boards.

Session 2 Presenters

Listed in order of appearance by Track



Jack Campbell, State Attorney was elected on November 8, 2016 and took Office on January 3, 2017, and was re-elected without opposition in 2020. Since his election, he has been a leader in law enforcement locally and statewide. His fellow State Attorney's elected him treasurer and secretary of the Florida Prosecuting Attorney's Association and has taken a leadership role in legislative and policy issues statewide. In the aftermath of the Parkland High School Tragedy, he was selected to be on panels to address school violence statewide. He was also Governor Scott's designee to chair the selection of the chair of the Florida Panel on Offender Review. He served as a member of the Leon County Children's Services Council Planning Committee where he is helping to steer our community's approach to juvenile crime and other needs and interventions. He was a board member of the Bethel Reentry Program assisting ex-offenders to reintegrate into the community and stem the blight of recidivism. He continues to be a board member of the Suwannee River Council of the Boy Scouts of America.



Sheriff Walt McNeil is was elected Sheriff of Leon County in November 2016. In his distinguished 40-year career as a public servant, Sheriff McNeil has led the fight against crime in Tallahassee, has been tapped to lead two state agencies under former Gov. Charlie Crist, and has advised the Obama White House, and other governments around the globe, on law enforcement strategies and tactics. For 10 years at the helm of the Tallahassee Police Department, then Chief McNeil was recognized for his progressive voice and his effective response to citizen concerns. His community policing efforts to control gangs, drugs and juvenile crime earned him numerous honors, including the Tallahassee NAACP Humanitarian Award, Public Sector Business Person of the Year and the United States DEA Award. At the same time, he's been a good neighbor - giving his time and talents to organizations that make a difference in our lives. He has chaired the Heart Walk for the county chapter of the American Heart Association, been honorary co-chair of Leon's March of Dimes Walk America campaign, and served on the boards of the local Boys and Girls Town, Chamber of Commerce and Refuge House. The Sheriff and his family are active members of New Mount Zion AME Church.



Kevin Warren is the Executive Director of We Are All We Need, Inc. and Founder of The L.I.F.E. Group, Inc. Kevin is a master trainer, curricula designer, author and organizer in the arenas of Youth Leadership, Community based prevention/intervention initiatives, and Parent Support Groups. Recently launching "The Village Of Care," a commUNITY solution designed to provide Mental Health Prevention Services and Diversion Coaching to youth and families. With over 45 years combined experience in the fields of youth development, education & mentoring, Warren's L.I.F.E. Group has led youth groups, Professional Development & workshops on a national status and pioneered work with community assessment and program design. His executive leadership, diverse reach and hybrid coaching/mentoring L.I.F.E. model makes him uniquely qualified to lead these training events. Using a curricula he authored, L.I.F.E. he focuses on developing character & leadership within self & community – whether it be youth or parents or others disenfranchised from the decision making process. Equipping youth & parents with perspective driven life skills and tools aimed to elevate self-love & self-belief, creating platforms for open, progressive dialogue that leads to healthy, balanced and self-sustaining leadership infrastructure within community; and providing solutions and strategies for forward movement are the core elements of his work. The training curricula he authored L.I.F.E will provide the basis for assessing the needs of the Associated Marine Institute (AMI) Kids Gadsden students and provide necessary Character & Leadership Training to reach desired outcomes. This tool has been used in Florida schools, colleges, agencies and communities of turmoil.



Michelle Gayle, Ph.D. serves as the Assistant Superintendent for Professional and Community Services in Leon County. In this district leadership role, Dr. Gayle serves as the direct liaison to the Leon County School Board and Superintendent of Schools. She also works hand in hand with all community agencies to ensure that the School District of Leon County, Florida has a strong and viable voice throughout our community. In addition, Dr. Gayle oversees communication, marketing, volunteers/mentors, the Foundation for Leon County Schools, School Choice, Charter Schools, Home School, all Leon County Schools advisory councils, and a plethora of other district departments. Before assuming her district duties, Dr. Gayle served as a Turn Around Principal at all levels. She worked collaboratively with community stakeholders to turn previously underperforming "at promise" schools around in one year. Dr. Gayle has served as an adjunct educational leadership professor at the Florida State University and Florida Agricultural and Mechanical University. She has co-authored several educational leadership articles and has served as a keynote speaker throughout the state of Florida. Dr. Gayle has served as a Cognia Committee Member and Lead Evaluator for several years. Finally, Dr. Gayle serves on several local and state Board of Directors in an effort to provide effective and intentional community service. She is a member of several professional organizations and enjoys leadership at all levels. Presently, she is seeking certification in several initiatives including Diversity, Equity, and Inclusion. Dr. Gayle is married to an awesome husband and has three incredible sons.



Michael Hightower is the Families In Transition Coordinator Leon County Schools. He has held this position for 3 years, and has been with Leon County Schools for the past 10 years. Michael enjoys working with the families within our district. It gives him such pleasure helping families in need. He enjoys encouraging the students, helping Seniors achieve the dream of attending college through the homeless program in Florida. The homeless department runs a FIT Shoppe on the campus at the Administration Complex and that is one of my greatest accomplishments while working in the Leon County School system. In his free time, he enjoy traveling and trying new restaurants with great food from around the world.



Anna Kay Hutchison is the Community Partnership School Director for the Children's Home Society of Florida. A visionary leader with local experience in strategic planning, membership growth, board governance, dynamic change management, operational improvement, building community relationships, and creating innovative programs. Results oriented executive who empowers leadership teams to manage and perform at highest levels. Aspirational leader focused on operating excellence as foundation for mission delivery and growth of services.



Jessica Yeary, Public Defender for Florida's Second Judicial Circuit. This includes Leon, Gadsden, Wakulla, Franklin, Jefferson, and Liberty counties. A criminal defense attorney for over a decade, she is Board Certified in Criminal Trial Law and proudly served two terms as President of the Tallahassee Chapter of the Florida Association of Criminal Defense Lawyers. Yeary has defended thousands of clients accused of a broad range of crimes from initial arrests to jury trials. She spent her early years as an assistant public defender - defending over 200 clients at a time in county court – before being promoted to felony court where she represented clients accused of lower-level felonies up to homicides. As the elected Public Defender, she continues to handle cases in the courtroom and is currently defending all of the children charged as adults in her office. She was born and raised in Cape Coral, Florida and attended the University of Florida and Stetson University College of Law. She is married to Attorney Ryan Yeary of Caminez & Yeary PA in Monticello and they are the proud parents of two boys Tucker and Tanner.



Cecka Rose Green, CPM is the Regional Executive Director for Children's Home Society of Florida. For more than 28 years, she has enjoyed a notable career in public relations, communications and executive management. Prior to joining CHS, Green served as Director of Special Events/Chief of Information for the Andrew Gillum for Governor Campaign. Additionally, she is CEO/Chief Strategist at TrubyRose Strategy Group, which she founded in 2018. Her past positions include Communications Director at both LeadingAge Florida and Florida Housing Finance Corporation; Director of Communications for Voices for Florida's Children; Vice-President/Director of Communications for P&P Communications, Inc.; and Deputy Communications Director for the Florida Department of Children and Families. She has been quoted in USA Today, The Wall Street Journal, The New York Times and The Miami Herald, in addition to in multiple broadcast, internet and print platforms.



M. Miaisha Mitchell is the Executive Director of the Greater Frenchtown Revitalization Council and co-founder of Tallahassee Food Network's iGrow program in the Frenchtown Area. For more than four decades she has worked in diverse communities to address, diabetes, cancer and obesity among African American and Latino families who suffer most from the disparities and inequities in healthcare. Those joint efforts led to two funding cycles from the National Science Foundation for Summer Ethnographic Field School; two grants from the USDA for Building the Consumer Base: Supporting the Farmers Market Solution to Food Deserts, Childhood Obesity Prevention Education (COPE) Coalition received legacy funding from the Florida Blue Foundation in collaboration with Florida A&M University and 50+ partners to increase food access, nutrition education and youth health leadership. More recently, The Maternal Child Health Equity Collaborative and sharing interdisciplinary work and mentorship experiences with anthropology, public health and social work students has been of key interest. Her ongoing desire is to influence policies that address healthy behaviors, health literacy, health equity, and racial disparities.



Mark Payne, CPA is a certified public accountant in the states of Florida and Georgia with over 25 years experience in the accounting industry. Mark takes great pride in providing clients with personalized, always-available services. As a partner with James Moore & Co. he focuses his practice on serving nonprofit organizations and is intricately involved with audits of organizations that receive state and federal financial assistance subject to Government Auditing Standards. Mark also has extensive experience helping nonprofits with board development, budgeting, internal controls and other advisory services. Mark serves as a board member for several local nonprofit organization and regularly presents to nonprofits throughout the southeast.

Session 3 Presenters

Listed in order of appearance by Track



Stephanie Shumate is the Vice President of Client Relations at CATECOMM where she specializes in social media management, advocacy initiatives, and innovative communication strategies working with nationwide, statewide, and community associations, businesses, non-profits, and political campaigns. CATECOMM consults on earned media and produces compelling, timely, and effective digital and broadcast content for good causes and progressive campaigns.

A natural connector with a passion to always start with "Why" when working with clients and serving in her community, she believes connection and communication are keys to success. Stephanie was recently named one of the Tallahassee Democrat's Top 25 Women You Need to Know and was a top finalist for Volunteer of the Year in 2018 with the Tallahassee Democrat. Stephanie loves being engaged in her community through service and has 15+ plus years of BOD service, is a graduate of Leadership Tallahassee Class 34, serves on the Board of Directors for the Oasis Center for Women and Girls, a Sustainer with The Junior League of Tallahassee, founding Board Member of the Tallahassee Kickball Association, and founder of Tally R.A.K. (Random Acts of Kindness). When Stephanie's not volunteering you can find her leading a cardio dance class at Drip Drop Fitness or enjoying a stroll through her midtown neighborhood.



Jamie Van Pelt is the the President of ESPMedia Co. where he specializes in strategic communication, marketing, and crisis management for a diverse clientele. With years of experience and influence, Jamie serves as a trusted strategist and communicator for governments, businesses, associations, political campaigns, non-profits, hospitals, and more.

An emerging force in business and politics in the state of Florida, Jamie was named a "Top 20 Under 40" by the Tallahassee Network of Young Professionals, and ESPMedia was the only firm named as a "Winner" of the 2020 Election by the Tallahassee Democrat. Florida Politics agreed, saying, "there was a bright spot for Florida Democrats after all. Jamie Van Pelt and his team at ESPMedia went 4-0 for their clients this cycle..." An active community servant, Jamie is a graduate of Leadership Tallahassee Class 34. He serves on the Board of Directors for the Challenger Learning Center, Elder Care Services, Big Brothers Big Sisters, and is a member of the Big Bend Minority Chamber of Commerce Leadership Team. He lives with his wife, Monique Van Pelt, in Tallahassee.



Katrina Boone is the Director of Field Education for the Florida State University, College of Social Work. Her career encompasses 16 years of practice experience with children and adults in child welfare, mental health, and addictions. She has served in higher education for 19 years as an educator and director. Katrina serves as a member of the Council of Field Education (COFE) through the Council of Social Work Education. She was appointed to serve as Chair of the Field Committee under the auspices of the Baccalaureate Program Directors Association. In addition, she serves as the President of the Florida Field Directors Consortium. The Consortium includes the fourteen (14) Schools and Colleges of Social Work in the State of Florida. Katrina also serves as the liaison for the College of Social Work's Field Advisory Committee; field educators in the community comprise this committee.

Katrina develops and facilitates field-planning meetings three times a year as a conduit to inform students of the process to begin their internship experiences. Katrina's service to the community includes the Center for Health Equity Board of Directors, President – Founded in 2001, the Center for Health Equity, Incorporated provides service to women and children of color. The program is a reached based organization established to eliminate health disparities due to race, gender, age, socioeconomic status or geography. She also serves on the board of 211 Big Bend as a board member to assure the mission of the agency is carried out as well as promote the services in the community and serve as a fundraising arm.



Keithen Mathis, MSW is an Assistant Teaching Professor for the Florida State University, College of Social Work. His primary areas of interest are social work practice with communities and organizations, diversity, equity, and social justice issues. In addition, he is President/CEO of Grants, Etc. and a Facilitator Consultant with the African American Alzheimer's Caregiver and Support 2 (ACTS 2) Project.



Joi Phillips, Ph.D. currently serves as the Director for the Center for Leadership & Social Change (the Center) at Florida State University. Dr. Phillips is a very proud alumna of the University of Florida and got her start at the Center as a graduate assistant with the Center for Civic Education and Service. After completing her master's degree, Dr. Phillips became the coordinator for the Center's America Reads Mentoring Program while completing doctoral work in the Educational Policy and Evaluation program in the College of Education. Dr. Phillips' work centers on the relationship between policy and civic participation. Her work is focused on how communities and higher education institutions develop and sustain partnerships. She uses pedagogical influences from critical race theory, education policy, and service-learning to support her work.



Tomica Archie Smith has dedicated the last 20 years to Tallahassee's human service sector as a leader and Executive Director—from serving high risk moms and babies at the Capital Area Healthy Start Coalition to teenagers "at-promise" at the Palmer Munroe Teen Center. Her recent work has focused on health care access for low- and moderate-income Floridians. In this space she developed the Big Bend Health Care Navigator Project which covered ten counties and helped individuals and communities understand and enroll in the Health Insurance Marketplace Exchange. Her recent work with Florida Voices for Health captures consumer experiences living without access to health care in Florida. The Story Banking Project also aims to educate consumers on issues impacting health equity while offering opportunities to engage in health care advocacy. Tomica and her husband, Fredrick, are owners of IDid Creations, Inc., a local small business specializing in helping human service organizations SCALE UP their nonprofit operations and information technology infrastructure. Tomica holds a bachelor's degree in Business Administration from the University of West Florida, and a Master of Science degree in Counseling from Florida A&M University.



Terrie Ard Terrie is a visionary leader who has the innate ability to identify trends and position Moore for success. She is passionate about growing business, developing employees and cultivating a culture that makes Moore a place where talented people want to stay. As Chief Operating Officer/President and a veteran in the industry, Terrie oversees the firm's account servicing and production teams. With expertise in reputation management, executive communications and grassroots advocacy, Terrie has led communications efforts for Fortune 500 companies, government agencies and leading trade associations across a variety of industries including health care, environment, tourism, workforce development, retail and agriculture. Before joining Moore, Terrie led national marketing campaigns at the Florida Department of Agriculture. A graduate of Florida State University with a bachelor's degree in communications, Terrie is Accredited in Public Relations (APR) and a Certified Public Relations Counselor (CPRC). She has been recognized as one of 850 Magazine's "40 Under 40" and is a recipient of the Florida Public Relations Association Stanley Tait Award for Leadership.



Richard Darabi is a Civil Engineer and Tallahassee native, Richard joined Moore Bass Consulting in 2014 after working as an engineer and construction project manager for a large developer in North Florida. As a registered Professional Engineer (FL and GA), Richard has over 18 years of engineering design experience and has managed construction projects from inception to close-out. He specializes in industrial, large-scale economic development projects bringing job growth and positive community impacts. Richard is active in the community through his volunteerism serving on community boards such as the Urban Land Institute, the Greater Tallahassee Chamber of Commerce, and Access Tallahassee.



Sha'Ron James, J.D. is a lobbyist and of counsel shareholder on the Governmental Affairs team at Gunster. Sha'Ron has nearly two decades of experience providing forward thinking, strategic and regulatory advice to clients on a number of business and economic development matters. Sha'Ron most recently served as the Insurance Consumer Advocate for the state of Florida, where she represented the general public and insurance consumers before the Department of Financial Services, the Office of Insurance Regulation, the Agency for Healthcare Administration, and the Division of Administrative Hearings in regulatory matters. Sha'Ron was appointed to this role by State Chief Financial Officer Jeff Atwater after her tenure as Division Director of the Florida Department of Financial Services' Division of Rehabilitation and Liquidation, where she directed the operation of over 48 highly complex receivership estates with entrusted assets totaling over \$1.4 billion dollars. Sha'Ron has extensive experience as a lobbyist and legislative advocate, having championed key legislation and public policy reforms that have been modeled in states around the country. As a result of her legislative advocacy, Sha'Ron has been cited in national publications such as the Kaiser Family Foundation, the Brookings Institution, and Consumers Union. She has also been invited to present to the National Governors' Association, the National Association of Insurance Commissioners, and the United States House of Representatives Subcommittee on Health, Employment, Labor, and Pensions. A member of Leadership Florida Class 37, Sha'Ron currently serves as the President of National African American Insurance Association of Florida, Chair of the Leadership Tallahassee Board of Governors, and a member of the Greater Tallahassee Chamber of Commerce Board of Directors, where she serves as Chair of its Community & Prosperity Committee. Sha'Ron received her Bachelor of Science degree in Economics from Florida A & M University, a Master of Public Administration degree from the Maxwell School of Citizenship & Public Affairs at Syracuse University, a Juris Doctor from the University of Florida Levin College of Law, and an Advanced Project Management certification from Stanford University.



Jay Smith is Vice President of Ajax Building Company and represents the 3rd generation of the Smith family that has run Ajax. Growing up, he was immersed in the business side of the industry with both his father and grandfather managing the family company. He is a graduate of the University of Florida with a Bachelor's degree in Business Administration, and is proud to carry on the Ajax legacy while applying values instilled in him from an early age. In his capacity, Jay serves as Project Executive for the North Florida region, oversees business development across the Southeast, supervises the expansion of the company, and coordinates Ajax's involvement within the community. Jay is actively involved and has led several community organizations including: Chair of the Greater Tallahassee Chamber Board of Directors, Finance Chair of the United Way of the Big Bend, Hancock Whitney Bank Market Board of Directors, Leadership Florida, Leadership Tallahassee, Florida A&M University School of Architecture and Engineering Technology Advisory Board and the Maclay School Board of Directors. He is an executive board member of the Committee of 99 and serves on the TEMPO Foundation Board. He has previously served on the Florida Governor's Partnership for Public Facilities and Infrastructure Act Guidelines Task Force, is former Co-Chair of the Greater Investments of Children and Families Task Force, former Chair of the Holy Comforter Episcopal School Board, and former Chair of the Board for Ronald McDonald House Charities. He also served as a Trustee on the boards of Big Bend Hospice, the Governors Club, Tallahassee Trust for Historic Preservation and the Georgia Chamber of Commerce. He and his wife, Bri, have three daughters, and live in Tallahassee.



Grace Frances is the Director of Community Partnerships for End Violence Against Women International. She focuses on fund development to expand EVAWI's ability to improve criminal justice and community responses to sexual assault survivors. She also works with the Cadre of Experts, helping to expand their expertise to train on trauma-informed approaches to sexual assault. Grace has served as a consultant, specializing in non-profit management, change process facilitation, and the anti-sexual violence field. She worked for the Florida Council Against Sexual Violence (FCASV) for 16 years, where she initiated and ran the state's first trauma-informed sexual assault investigations program for law enforcement, dispatchers, and prosecutors, which trained thousands of professionals. At FCASV she managed statewide certification of Florida's 31 sexual assault programs, ensuring centers provided quality services. Grace spent five years as a volunteer advocate supporting sexual assault victims and 11 years as a volunteer counselor for a crisis hotline. She has also worked for the Florida House of Representatives and as a political and environmental organizer. Born and raised in Alaska, Grace earned her bachelor's degree from the University of Oregon. She now calls Tallahassee, Florida home, where she lives with her husband and two children and is a community and public school activist. Grace has a Master of Public Administration from the University of North Carolina-Chapel Hill.



Kathleen Hampton is the Director of Development for PACE Center for Girls, Leon. As an experienced Development Director, Kathleen has a demonstrated history of working in the non-profit organization management industry. Strong membership, donor relations and communications professional skilled in Nonprofit Organizations, Government, Media, Conference, Exhibitions, and Fundraising.



Mickey S. Moore has many mantras in life, but is committed to Effort, Attitude, and Gratitude in his daily life. As with most people, he has run through many highs and lows and if you asked him the best thing he has ever done – the answer is being a dad and husband. Mickey is married to Audrey H. Moore, Bureau Chief with the Attorney General's Office – Employee Litigation department. He is a father to two boys – Shane and Rocco. Mickey is originally from New Smyrna Beach, Florida – a small beach town on Florida's east coast. During his childhood years, he and his mother experienced – and survived – challenges of domestic violence, physical and verbal abuse, alcohol and drug abuse, hunger and periodic homelessness. Even as an only child and not having his father in his life, Mickey still credits these formative years for his drive, positive attitude, perseverance, discipline and commitment, and love of life. Mickey is grateful for the many friends and family that provided guidance, examples, and even food and shelter. A dynamic and dedicated leader with an appetite for team and individual successes – specifically, a relationship-focused professional that welcomes challenges in business development, fundraising, organizational transitions, team building, fiscal and operations management, leadership, strategic planning, personnel development, and partnerships. Establishes clear expectations and accountabilities as a means to achieve successes and coach behaviors. An energetic, proactive forward-thinker with limitless effort, continuously retaining, expanding, acquiring, and influencing relationships



Colette Podgorski is the Director of Development at the Florida State University School of Social Work. A highly motivated professional focused on promoting philanthropic giving and enhancing operational efficiency in non-profit organizations. Competencies include leadership, self-starter with strong interpersonal and problem-solving skills, strategic planning, collaboration, effective oral and written communication, and relationship building.



Chris Turner is a multifaceted young professional dedicated to spearheading non-profit development efforts and controlling the flow of information between an organization and the public. Proficiencies include excellent digital communication skills, innovative thinking, strategic partnerships, and fund development.

Reflection to Action

Session #1:

Name one take away:

What one action will you take?

Who will help you or play a role in this action?

What do you need to share with your team when you get back to the office?

Session #2:

Name one take away:

What one action will you take?

Who will help you or play a role in this action?

What do you need to share with your team when you get back to the office?

Session #3:

Name one take away:

What one action will you take?

Who will help you or play a role in this action?

What do you need to share with your team when you get back to the office?

Conference Overall:

Name one take away:

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About Us



UPHS is a coalition of the leadership of over one hundred nonprofit health and human service organizations working to make sure that everyone can contribute to our community and thrive. We represent the integrated network of human services that connects everyone of all ages and circumstances to social resources, opportunities, and support so that each person can reach their highest potential. We are the voice for those in the community who may have difficulty weathering the life storms that affect all of us.



Our members work every day with individuals and families to access healthcare, have stable housing, meet basic needs, create a sense of purpose, have the tools necessary to achieve their goals, and connect with others and the community. UPHS is also committed to ensuring our members have the resources and opportunities they need to be successful, including access to research on effective practices and peer networking for nonprofit leaders.



UPHS Leadership

Amber R. Tynan
Executive Director

Lashawn Gordon
Director of Membership & Engagement

UPHS Board of Directors

Leslie Powell-Boudreaux, President
Legal Services of North Florida

Jeanne' Freeman, 1st VP
Neighborhood Medical Center

Kim Sineath, 2nd VP
The Learning Pavilion

Rob Renzi, Secretary
Big Bend Cares

Antoine Wright, Treasurer
Habitat for Humanity of the Big Bend

Sharon Tyler, Past President
American Red Cross

Lisa Bretz,
*Advantage Aging
Solutions*

Yolanda Candelaria
Big Bend AHEC

Tim Center
*Capital Area Community
Action Agency*

Jocelyne Fliger
Elder Care Services

Kim Galban-Countryman
*Lighthouse of the
Big Bend*

Cecka Rose Green
*Children's Home Society
of North Florida*

Deanna Mims
Market Done

Miaisha Mitchell
*Frenchtown Revitalization
Council*

Mark Payne
*James Moore & Co.,
CPAs*

Dr. Rachel Pienta
*UF Extension
Wakulla 4H*

Inzlea Smith-McGlockton
Be Free for Good, LLC

LaFonda Wilson
Kids, Incorporated

Bill Wilson
Graceful Solutions

Monique Van Pelt
Second Harvest of the Big Bend

Member Agencies

2-1-1 Big Bend
21st Century Council
Ability1st
Acentria Insurance
Advantage Aging Solutions
Affordable Housing Consulting
American Red Cross of N. Florida
AMIKids Tallahassee
Anchor Recovery Foundation
Apalachee Center, Inc.
Association of Early Learning Coalitions
Be Elite Consulting, LLC
Be Free for Good LLC
Beauty for Ashes 2.0
Beehive Elite
Big Bend AHEC
Big Bend Cares
Big Bend Black Nurses Association
Big Bend Community Based Care
Big Bend Continuum of Care
Big Bend Homeless Coalition
Big Bend Hospice
Big Brothers Big Sisters of the Big Bend
Black Entrepreneurs Collective
Blautism Education
Boys & Girls Club of the Big Bend
Boys Town of North Florida
Brehon Family Institute
Bright Beginnings
Capital Area Community Action Agency
Capital Area Healthy Start Coalition
Capital City Chamber of Commerce
Capital City Rowing
CCYS
Capital Medical Society Foundation
Capital Tea
Care Point Health & Wellness
CareerSource Capital Region
Carolyn Bibler
Cassedy & Company
Catholic Charities of NW Florida
Center for Academic Retention & Enhancement
CESC, Inc.
Children's Home Society
City Walk Urban Mission
Community Carpentry USA
Community of Hope AME Zion Church
CONA
Creative Mind Solutions
Disability Rights Florida
DISC Village
Divine Revelations Ministries
Domestic Violence Coordinating Council
Dream Builders Greatness Center
Early Learning Coalition of the Big Bend
ECHO
Elder Care Services
Elevate Us

Epilepsy Agency of the Big Bend
Faith Presbyterian Church & Preschool
FINACIOUS
Florida Council Against Sexual Violence
Florida Council on Crime & Delinquency
Florida Disabled Outdoors Association
Florida Society of Association Executives
Florida Veterans Foundation
Foundation for Leon Co. Schools
FSU Center for Leadership & Social Change
Girls 2 DIVAS
Girls on the Run Panhandle
Good News Outreach
Goodwill Industries
Governor's Charter Academy
Graceful Solutions
Greater Frenchtown Revitalization Council
Guardian Ad Litem
Habitat for Humanity of the Big Bend
Hands Up Project
Hang Tough Foundation
Healthy Families Florida
Institute for Nonprofit Innovation and Excellence
iDid Creations, Inc.
iHope, Inc.
Indaba Theater.
Independence Landing
James Moore & Company, CPAs
Jim Davis, CPA
Joseph House
Junior League Tallahassee
Kay Casey Consulting, LLC
Kaylin's Caring Konnection
Kids, Inc. of the Big Bend
Kingsman Club
Ladies Learning to Lead
Lee's Place
Legal Aid Foundation
Legal Services of North Florida
Leon County Schools District
Lighthouse of the Big Bend
Link Up Tally
Literacy Volunteers of Leon Co.
Living Stones International
Loved by Jesus Family Church
Lutheran Social Services
Mainline Information Systems
Market Done
Maxim Strategies & Solutions
Mental Health in Action
Moore Business Strategies
Mt. Olive Housing & Community Development Corporation
NAMI Tallahassee
Neighborhood Medical Center
Neighbor to Neighbor Services

Neoma Africa Counseling & Youth Program
Notable Impressions
Oasis Center for Women & Girls
Office of the Public Guardian
Omega Lamplighters
PACE Center for Girls, Leon
Patricia Holliday
Pivotal Point Enterprises
Preferred HCM
Prime Meridian Bank
Refuge House
Regions Bank
ReThink Energy Florida
Rotary Youth Camp of N. Florida
Sacred Soil Project
Sanders, Holloway & Ryan, CPAs
Second Harvest of the Big Bend
Senior Citizens Council of Madison Co.
She Academy
Sickle Cell 365
Sickle Cell Foundation
Sisters Mentoring Sisters
Smith-Williams Service Center
South City Foundation
Southern Scholarship Foundation
Special Olympics, Leon Co.
Stansbury Consulting, LLC
Stem4Girls, Inc.
Survive & Thrive Advocacy Center
Sustainable Tallahassee
Tallahassee Lenders' Consortium
Tallahassee-Leon FCU
Tallahassee Unconquered
TCC Take Stock in Children
The Achieve Academy
The Alzheimer's Project
The Community Roundtable 850
The Learning Pavilion
The Ounce of Prevention Fund
Temple Israel of Tallahassee
Titus 2 Woman Global
TurnAbout
United Way of the Big Bend
Volunteer Leon
Wakulla Co. 4H
Water Works Exterior Cleaning
wHERK, LLC
Whole Child Leon
WAVE, Inc.
We Are All We Need
Windwood Communications
Wisdom's Wellspring
Yolanda Speaks

Sponsors



James Moore
Certified Public Accountants and Consultants



Paul Consulting Group
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SH Sanders, Holloway & R & Ryan
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