EDUCATION

Executive Learning Institute at University of Michigan, Ross School of Business & School of Social Work - May 2011 Institute for HIV Prevention Leadership, CDC - September 2002

University of Wisconsin-Milwaukee, Trauma Studies Certificate - May 1995

University of Wisconsin-Madison, Master of Science in Social Work and Women's Studies Certificate - December 1988

University of Wisconsin-Madison, Bachelor of Arts: Social Welfare and Psychology - August 1986

CERTIFICATION

Licensed Independent Clinical Social Worker • June 2003

State of Wisconsin HIV/AIDS Counseling and Testing • April 1999

Certified Trauma Specialist, International Certification Board of Trauma Counselors

• April 1996; re-certified January 1999

Diplomate in Clinical Social Work • December 1994

Diplomate in Clinical Social Work • December 1994 Academy of Certified Social Workers • June 1992 Juvenile Custody Intake • December 1989

PROFESSIONAL EXPERIENCE

August 2019 – Present University of Wisconsin- Milwaukee

Adjunct Lecturer Helen Bader School of Social Welfare

- Develop, prepare, and deliver graduate level class: Social Systems and Social Work Practice SW604
- Develop, prepare, and deliver undergraduate level class: Social Work Methods: Individuals and Families SW310
- Develop, prepare, and deliver undergraduate level class: <u>Social Work Policy and Advocacy SW270</u>
- Develop, prepare, and deliver undergraduate level class: Social Work Introduction to Social Welfare Policy SW306
- Design and grade learning assignments for SW604, SW310, SW270 & SW306
- Support and coach students enrolled in SW604, SW310, SW270 & SW306
- In-person and online instruction using Canvas leaning management system

January 2019 – Present University of Wisconsin- Madison

Adjunct Lecturer Part-Time MSW Program, Spring Semester

- Develop, prepare, and deliver graduate level class: Advanced Marco Practice SW840
- Design and grade learning assignments for SW840
- Support and coach students enrolled in SW840
- In-person and online instruction using Canvas leaning management system

January 2003 - Present

BW Ventures, LLC

Owner

Coaching and consultation in: non-profit leadership, program development, runaway & homeless youth services, homelessness services, non-profit administration, health promotion, diversity, youth & families, clinical supervision, as well as presentations/workshop construction.

Organizations Served: Diverse & Resilient, Wisconsin Association of Runaway & Homeless Services for Youth, LOTUS Legal Clinic, Salvation Army, First Unitarian Society of Milwaukee and Milwaukee Area Technical College.

March 2019 – January 2020 LOTUS Legal Clinic

Contract Position/Transition Manager

- Increase organizational capacity by focusing on: systems design, policy and procedure construction, and culture development.
- Executive coaching and transition planning with founder.

December 2010 – December 2018 Pathfinders, Milwaukee

Senior Vice President of Programs, 2012-2018

- Develop, direct, implement, and evaluate all Pathfinders programs
- Recruit, hire, train, direct, and support the paid and unpaid staff of 50+ persons
- Author, develop, and submit funding reports/proposals to support program budgets in excess of \$1,000,000
- Maintain programmatic compliance with local, state and federal regulations
- Develop, monitor, and adjust organizational budget of over \$3,000,000
- Co-Director for the Wisconsin Youth HIV Prevention Institute 2010 2015

Vice President of Runaway and Homeless Youth Services, 2010-2012

- Develop, direct, implement, and evaluate the Pathfinders residential and non-residential shelter program
- Provide co-oversight of Drop-In Center program, the Q-BLOK LGBT Young Adult Housing Program and the Street Beat outreach program
- Manage and supervise undergraduate, graduate and community internship program

August 2007 – September 2010 The Milwaukee LGBT Community Center

Director of Programs

- Develop, direct, implement, and evaluate the LGBT Community Center's Anti-Violence Project, Breast Health program,
 Tobacco Cessation & Advocacy program, Project Q (youth program) and the HIV Prevention & Testing program
- Recruit, hire, train, direct, and support the paid and unpaid staff of 20+ persons
- Author, develop, and submit funding reports/proposals to support program organizational budget of \$1,000,000
- Create and manage undergraduate, graduate and community internship program

October 2003 – August 2007 The Counseling Center of Milwaukee

Program Director - Pathfinders for Runaways

- Develop, direct, implement, and evaluate the Pathfinders residential and non-residential program, the Youth Empowerment Program and the Street Beat outreach program
- Recruit, hire, train, direct, and support the paid and unpaid staff of 35+ persons
- Author, develop, and submit funding reports/proposals to support program budget of \$750,000
- Maintain programmatic compliance with local, state and federal regulations

March 2003 – June 2003 Diverse and Resilient, Inc

Contract Position/Program Manager

- Volunteer recruitment, planning and coordination regarding Wisconsin Youth HIV Prevention Institute
- Writing and disbursement of press releases
- Coordination of PrideFest booth

Feb. 2001 – Nov. 2002 Sixteenth Street Community Health Center

Manager of HIV Services

- Manage multidisciplinary HIV Department staff of 10 employees.
- Author Policy and Procedures Manual.
- Train Clinic staff in HIV essentials.
- Monitor department spending / budget of \$700,000.
- Write work plans and monitor progress on goals for all department staff.

- Negotiated partnership with MATEC for Targeted Clinic status.
- Guided agency through HRSA audit.

Dec. 1996 – Feb. 2001 AIDS Resource Center of Wisconsin

Youth HIV Prevention Programs Coordinator

- Coordinate the following programs: Community Education, Youth, HIV-Positive Peers, Correction Education, and Rural Outreach.
- Directly administer the Youth Program.
- Coordinated Doin' It conference statewide and regionally conducted the Doin' It 1998 youth conference.
- Supervise college and high school interns.
- Collaborative work with Project Q, Gay Youth Milwaukee, and GALAXY.
- Counseling and Testing Outreach to youth; 50% identify as Gay/Bi or questioning.
- Coordinated and administered the Community Education Program and the Teen Peer Mentor and Resource Center.

July 1996 – Dec. 1996 Children's Service Society of Wisconsin.

Intensive In-Home Therapist

• Perform individual and family therapy, coordinate with other agencies, advocacy, Title XIX program requirements, and crisis intervention using a team approach.

Mar. 1995 – Mar. 1996 Teen Pregnancy Service; Medical College of Wisconsin

Social Worker

- Perform client assessments, treatment plans, and prenatal care coordination.
- Membership on interagency interdisciplinary work group.
- Network and collaborate with outside agencies and systems to case manage services to clients.
- Field instructor for Marquette University Social Welfare Program.

Apr. 1989 – Mar. 1995. Washington County Dept. of Social Services

Clinical Social Worker

- Perform crisis intervention, assessment, treatment planning, and ongoing case management of children and families.
- Conduct individual and family psychotherapy.
- Manage ongoing case types including Protective Service, Juvenile Court, Court-Ordered Custody Studies, and Voluntary Clients.
- Coordinate client services with multiple systems.
- Field instruction for the Criminal Justice Program at Moraine Park Technical College and Helen Bader School of Social Welfare, University of Wisconsin-Milwaukee.

Aug. 1987 - May 1988 Mental Health Center of Dane County

Community Support Specialist

■ Perform case management, coordination of care in the community, teaching daily living skills, reality therapy, and advocacy for the chronically mentally ill.

Aug. 1986 - July 1987 The Respite Center

Family Service Worker

■ Perform case management, crisis intervention, short-term counseling, emergency childcare, community resource coordination, advocacy, and referral.

VOLUNTEER EXPERIENCE

June 2001 – Present First Unitarian Society of Milwaukee

Member

- Chair Board of Trustees 2016-2018 and member 2015-2015
- Co-chair Income Opportunity Committee 2015-2016
- Co-chair of the Strategic Planning Team 2020-2023
- Cakes for the Queen of Heaven WomanSpirit curricula facilitator 2007-2015
- Co-Chair Central Midwest District Winter WomanSpirit 2010 Conference
- Chair Religious Education Committee 2014-2015 and member 2012-2014
- Religious Education: Our Whole Lives (OWL Comprehensive Human Growth and Development curricula for grades 7th- 9th) 2002-2015
- Co-chair Interweave Committee 2004 2008, Pridefest Coordinator 2003-2006, and member 2002-2004

March 2010 – November 2011 Milwaukee Animal Rescue Center

Board Member

Chair Fund Development Committee

March 2009 - September 2010 Youth Area Director, PrideFest

Production Team Member

June 2003 – December 2009 Wisconsin AIDS Fund

Board Member

- Coordinate Annual Meeting 2004
- Chair World AIDS Day events 2006 and 2007
- President 2008 December 2009

September 2001 – 2006 Wisconsin HIV Prevention Community Planning Council

Community Representative

- Positions: Community Co-Chair and Youth Sub-Committee co-chair.
- Coordinated needs assessment state-wide of youth HIV concerns and knowledge.
- Planned intensive youth issues day for statewide council.

December 1998 – 2004 University of Wisconsin Alumni, Milwaukee Chapter

Officer, Board of Directors

- Positions: Secretary, Vice President and President.
- Responsible for planning, donation recruitment and implementation of annual silent auction at Big Red Rally fundraiser.

REFERENCES - furnished upon request