



MEMORANDUM

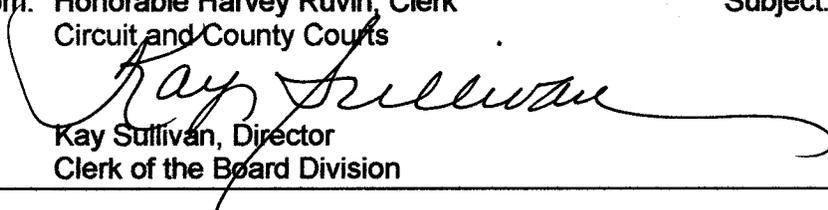
Agenda Item 15(D)2
May 3, 2005

To: Honorable Chairman Joe A. Martinez
and Members, Board of County Commissioners

Date: May 3, 2005

From: Honorable Harvey Ruvin, Clerk
Circuit and County Courts

Subject: Nominees for Appointment to the
Children's Trust by the Governor


Kay Sullivan, Director
Clerk of the Board Division

Section 2-1522 of the Code of Miami-Dade County, Florida provides for the creation of a thirty-three (33) member Children's Trust for the purpose of funding improvements for the children of Miami-Dade County in the areas of health, development, safety, parental responsibility, community responsibility and other necessary and important children's services.

The ordinance provides for seven (7) members of the Trust to be appointed by the Governor of the State of Florida from a list of candidates recommended by the Board of County Commissioners. There are currently three (3) vacancies on the trust. The Board of County Commissioners shall submit to the Governor the names of at least three (3) persons for each vacancy, for a total of nine (9) candidates.

We have received a total of nine (9) requests from individuals who are interested in the Gubernatorial Appointments for the Children's Trust. Attached for your review are the resumes of :

Victor Bao
Debbie J. Noguerras (incumbent)
Josee Gregoire (incumbent)
Nancy Schleifer
Kim Greene
Wilson J. Washington, Jr.
Byron L. Sparber
Benjamin F. Gilbert, Jr.
Ronald Brummit

Attached you will find a ballot listing the names of nine (9) candidates and you are requested to select your choices and submit your ballots to the Clerk. Each candidate must receive a simple majority to be considered for submission.

Attachments

ADVISORY BOARD BALLOT
Miami-Dade County, Florida

MAY 3, 2005

CHILDREN'S TRUST

NOMINEES FOR APPOINTMENT BY THE GOVERNOR

Victor Bao	<input type="checkbox"/>
Debbie J. Nogueras (Incumbent)	<input type="checkbox"/>
Josee Gregoire (Incumbent)	<input type="checkbox"/>
Nancy Schleifer	<input type="checkbox"/>
Kim Greene	<input type="checkbox"/>
Wilson J. Washington, Jr.	<input type="checkbox"/>
Byron L. Sparber	<input type="checkbox"/>
Benjamin F. Gilbert, Jr.	<input type="checkbox"/>
Ronald Brummit	<input type="checkbox"/>

Commissioner _____
(Please sign ballot)

Commission District Number _____

HARVEY RUVIN
Clerk of the Circuit and County Courts
Clerk of the Board of County Commissioners
111 NW 1st Street, Suite 17-202
Miami, FL 33128
305-375-5126

2

VICTOR BAO - MBA
15280 S.W. 72 Avenue
Miami, Florida 33157
Phone: (786) 546-2778
Email: vbao@valoremgroup.com

The Valorem Group

2001 –Present President & CEO of a mid-sized national provider of sales and marketing services to over 180 hotels and resorts from around the world.

Recruited by the firm to enhance the company's growth in a turnaround situation, I reduced annual budgeted expenses and developed a bottoms-up plan to cut 2004 SG&A 14% and cost of sales 5%.

I reorganized domestic operations and brought in several key executives to reengineer key areas of the company. We modified processes in software development, solution delivery, to produce the needed savings and to achieve committed service levels, increase customer satisfaction, and improve employee morale.

As a result, corporate revenue stabilized and first half 2004 adjusted earnings before taxes was 32% greater than in all of 2003.

Continuously develop new services targeted to current client portfolios which consequently represented 22% of 2004 revenue.

Develop all product lines and extensions and lead the marketing efforts in North America to include control over vendor RFPs, compliance, and goals.

Create all short and long term strategies for the corporation, including development and rollout of the same

Establish all legal and ethical guidelines for the company working with our legal advisors for increased market credibility

Direct broad portfolios of brands for increased contribution and sales revenue

Build credibility among travel partners, large hotel chains, board members, and investors

Club Med

1999 -2001

Director of Direct Marketing and Relationship Management responsible for all repeat client and client loyalty initiatives in the U.S., Canada, and Mexico

Business Unit Director responsible for providing added revenue from a diminishing client portfolio. The team I forged transformed a relationship with strong client dissatisfaction, financial disputes, and low employee morale into one with high service levels, strong team spirit, substantial revenue, profitability growth, and satisfied clients.

Underpinning this success was a drive toward operational excellence, creation of a leadership team that owned the issues and the solutions, increased employee and customer communications, reduced expenses (\$12M in one year alone), 41+M of additional recorded business.

Club Med

1999 – 2000

As Manager of Marketing Services, I increased product development by driving multiple regional launch initiatives within the same year

To enable new market penetration and future growth opportunities, we initiated two annual brochure launches for increased press exposure while decreasing production costs to an all-time low while maintaining excellent quality standards

Outsourced the production of all collateral material in excess of \$70M with an annual decrease of 12% through new sourcing initiatives involving international agreements with vendors

I created all purchasing policies and was responsible for the complete P&L for over \$12M

I managed all domestic and international vendor relations, including RFP's, legal compliance

Maritz Incentives

1995 – 1999

As Senior Accounts Director, I developed more than 42 unique incentive programs for fortune 500 corporations, including Burger King, General Motors, Ford, Jaguar, Ricoh, Tricon, Phillips, and Sun Micro Systems to name a few.

I established rollout and training programs for thousand-dealer networks to enhance incentive impact on corporate profits on an average of 12%

Created programs surrounding service improvements, employee morale, to reenergize old products and stimulate new product sales [record number of 27% increase in multi-brand store environments was achieved]

P&L for a \$3M business unit including establishing all policy standards for project rollout and delivery

Extensive research activities were overseen by my team when developing strategies for successful incentives including focus group studies, direct client research, purchase behavior studies [in purchase environment], etc

Danzas "DHL" Logistics

1990 – 1995 As Director of Business Development for North America, I was in charge of a team of sales professionals tasked with increasing sales from the United States into Spain and Portugal

United Parcel Service

1988 – 1990 As Product Manager in Spain, I launched the first computerized shipping system in the southern European area, creating greater sales by training a sales force of over 850 on the the Maxiship system.

Crowley Caribbean Transport

1986 – 1988 As LTL Manager, I was responsible for ensuring all aspects of less than container load shipments around the world, including all documentation.

Education

MBA, International Business
BA, Political Science/International Relations
RE, State of Florida Licensed under DBPR

Activities

2002 – Present, Adjunct Professor of Marketing Strategy at FIU
2004 – Present, Member Civil Rights and Diversity Committee for Dade County School Board
2002 – Present, Mentor and University of Miami
2002 – 2004, Board Member and recent Director of International Services Rotary Club of Miami
2002 – 2004, Vice-Chair Miami Beach Convention Center Advisory Board

CURRICULUM VITAE

Debra Joy Nogueras, PhD, ARNP
9805 SW 115th Court
Miami, Florida 33176
786-232-5994 cell
nogfamhealth@bellsouth.net

EDUCATION	DEGREE	DATE	MAJOR
Barry University Miami Shores, Florida	PhD	2005	Nursing
Barry University Miami Shores, Florida	MSN	1998	ARNP- Family
Barry University Miami Shores, Florida	BSN	1994	Nursing
Miami Dade Community College Miami, Florida	AA	1986	General
Respiratory Therapy Institute Miami, Florida	AS	1982	Respiratory Therapist

PROFESSIONAL LICENSURE [AND CERTIFICATIONS]

Licensure

Florida ARNP/RN

ARNP Expires 7/2004

Certifications

American Nurses' Credentialing Center –

General Nursing Practice 2003-2008

Adult Nurse Practitioner 2001-2006

Prevent Blindness America-Children's Vision Screening

2001-2003

PROFESSIONAL EXPERIENCE

Position	Organization	Dates
Director of Marketing and Development	Barry University	2004-present
Assistant Dean for Student Affairs	Barry University	2002-2004
Director of Marketing and Recruitment	Barry University	Jan-July 2002

Debbie J. Nogueras

Assistant Professor/Adjunct	Barry University School of Nursing Miami Shores, Fl	July 2003 - present; 1999 - 2001
Instructor	University of Miami School of Nursing	Feb – Dec 2001
Director of Clinical Services Nurse Practitioner	University of Miami Health Center at R.R. Moton Elementary Perrine, Fl	Feb - Dec 2001
ARNP	Open Door Health Center Homestead, Fl	2001-Present
Founder & President Legal Nurse Consultant Educational Consultant ARNP staffing	Nogueras Family Health Associates, Inc Miami, Florida	1998-Present
ARNP	Dr. Jorge Murillo South Miami, Florida	June 2000- Dec 2002
ARNP	Rydland Pediatric Wellness Center Coral Gables, Florida	May 1998- June 2000
ARNP	Good News Care Center Homestead, Florida	1998- 2000
Assistant Professor	Miami Dade Community College Miami, Florida	1997-1999 Adjunct 2002
Staff /Charge Rehabilitation Nurse	South Miami Hospital	1996-1997
Staff /Charge Rehabilitation Nurse	Mount Sinai Medical Center	1994-1996

HONORS AND AWARDS

2003 Distinguished Graduate of the Last Decade
Barry University Alumni Association

1994 Undergraduate Honors:

- Barry University: Leadership and Community Service
- Mount Sinai Medical Center: Student Excellence and Leadership

27

Debbie J. Nogueras

1998 Graduate Honors:

- Barry University: Outstanding Graduate Student Award

Professional Honors:

- 1994 Sigma Theta Tau International Honor Society for Nursing: Lambda Chi Chapter
- 1996 Mount Sinai Medical Center: Clinical Excellence Award

Service Honors:

- STTI Lambda Chi Chapter: Service Awards, 1997; 2001
- STTI Lambda Chi Chapter: International Newsletter Award (editor)
- Florida Nurses Association, District V, Community Service Award, 2001

Community Honors:

- Kellogg Foundation: Miami Fellows Initiative- Finalist 1998

Grants and Development

School of Nursing

- 2002 Endowed Scholarship – Miami Children’s Hospital, Coral Gables, Fl
\$25,000 approved and funded.
- 2002 Hugoton Foundation – Remodeling Nursing Resource Center, \$170,000
requested; \$120,000 funded.
- 2003 Barry University Covenant Society (over \$10,000 in planned gifts)- \$30,000 from
Lambda Chi Chapter, Sigma Theta Tau (2003)
- 2003 Miami Children’s Hospital, scholarship \$60,000 requested ; \$25,000 funded FY’s
03 & 04
- 2003 Memorial Regional Health Systems; 1:1 Scholarships \$130,000 requested
(granted);
- 2003 St. Rose Dominican Hospital (Nevada); 1:1 Scholarships \$60,000 requested; not
funded
- 2003 Baptist Health Systems, Florida; 1:1 Scholarships \$120,000 requested, pending
FY 2005, funded FY 2004; \$60,000 requested, funded FY 2003.
- 2003 Baptist Health Systems, Florida; Nursing Resource Center \$100,000 requested
(not funded) South Miami Hospital donated beds in lieu of cash.
- 2003 South Miami Hospital, Nursing Resource Center, 5 acute care beds requested,
approved and delivered
- 2003 Dr. Barry Burak, Chiropractor, Salvador Dali painting requested, approved and
delivered. \$400 value, \$2500 received at silent auction.
- 2003 Dade Community Foundation, Primary Care Nursing Center, \$11,000 requested,
\$8,000 funded. Primary author.
- 2004 Federal Appropriation Request, Center for Minority Health, \$7.7 million
requested (\$1million funded) coauthor.

58

Debbie J. Nogueras

- 2004 John T. MacDonald Foundation, TEAM Program, \$52,000 requested, not funded, coauthor.
- 2004 Army Nurse Corp Scholarship, \$3000 funded
- 2004 The Children's Trust, SMART START, \$355,000 requested, not funded, contributing author
- 2004 Miss Gertrude Skelly Foundation, Skelly Nursing Loan Program, \$50,000 requested (\$15,000 funded), primary author
- 2004 Mercy Hospital/Barry University School of Nursing RN-BSN cohort, \$130,000 requested (funded).

Other

- 2001 Miami-Dade County Women's Fund – "Mom's Like Me" educational program grant, \$5000 approved and funded
- 2004 John T. Macdonald Foundation, Community Expansion Project for Children's Vision (Heiken Childrens Vision Fund), \$50,000 requested (\$45,000 funded).
- 2004 Peacock Foundation, Community Expansion Project for Children's Vision (Heiken Childrens Vision Fund), \$75,000 requested (pending).
- 2004 Healthy Vision 2010, (Heiken Children's Vision Fund), \$10,000 requested (funded).
- 2004 The Blue Foundation (Heiken Children's Vision Fund), \$100,000 requested (not funded).
- 2004 Ben and Jerry's Foundation (Youth Ethics Initiative, Inc.), \$15,000 requested (not funded).
- 2004 Publix Charities (Youth Ethics Initiative, Inc.), \$25,000 requested (\$2500 funded).
- 2005 MELLON Bank (Youth Ethics Initiative, Inc.), \$150,000 requested (pending).

Thesis and Dissertation

- 1998 What is the meaning of caring to patient care assistants? A phenomenological study. Masters Thesis, Barry University School of Nursing.
- In process The Efficacy of the Three Component Model of Commitment in Predicting Intent to Leave the Nursing Profession. Dissertation, Barry University School of Nursing.

SCHOLARLY ACTIVITIES

Publications

Peer Reviewed:

Nogueras, D. (2002) Teaching Ethical Decision-making using Critical Reflection, Learning Assessment, and Service Learning. *Nurse Educator* 27(1). pp 8-15.

Debbie J. Nogueras

Nogueras, D. (2001). Through a child's eyes: Teaching cultural diversity and nursing through puppetry. Poster presented for Sigma Theta Tau International Convention, Indianapolis.

Nogueras, D. (2000). Bringing sophomore nursing students into the world of ethical decision making. Poster presented for Fourth International Academic Congress, George Mason University- Washington, D.C.

National

Nogueras, D., Soto, N., Dyer, J. (2003). Risk and resilience in the free healthcare delivery model. 13th Annual Primary Care for the Underserved Research Conference, Fort Lauderdale, FL.

Nogueras, D., Soto, N., Dyer, J. (2003). Healthcare delivery: A new model to replicate. 12th Annual Primary Care for the Underserved Research Conference, Boston, MA

Nogueras, D. (2003). Medication adherence: Using concept analysis to develop interventions that facilitate positive patient outcomes. Poster presented for American Academy of Nurse Practitioners, National Conference, Anaheim, CA.

Nogueras, D. (2002). Medication adherence: Where valuing plays a role. Poster presented for Values Realization Institute, PA.

Nogueras, D. (2002). Concept analysis: Medication and treatment regimens. Paper presented for the International Institute for Human Understanding, Miami, FL.

Nogueras, D. (2001). From art to clinical practice: 21st century HIV/AIDS knowledge and skills for primary care nurse practitioners. Poster presented for American Academy for Nurse Practitioners, National Convention, Orlando, FL.

Nogueras, D. (2001). Preparing nursing students for professional, culturally competent ethical decision making. Poster presented for Nursing Education, PA.

Nogueras, D. (2000). Voices heard in action. Poster presented for Nursing 2000- Washington, DC.

Regional/Local

Nogueras, D. & Dyer, J. (2003). Healthcare delivery to the underserved: An opportunity for research and practice. Paper presentation to Florida International University Nursing Research Conference, Miami, FL.

Nogueras, D. (2002). Concept analysis: Medication and treatment regimens. Paper presentation to Sigma Theta Tau International- Lambda Chi Chapter: Research Conference, Miami, FL.

Debbie J. Nogueras

Nogueras, D. (2000). Voices heard in action. Paper presentation to Sigma Theta Tau International – Gamma Lambda Chapter: Regional Nursing Research Conference, University of Southern Mississippi- Biloxi, MI.

Nogueras, D. (2000). Bringing sophomore nursing students into the world of ethical decision making. Poster presented for FNA Annual Convention, Miami, FL.

Nogueras, D. (1998). Voices heard in action. Poster presented for FNA Annual Convention, Miami, FL.

Invited Presentations:

Nogueras, D. (2003). Generations: bridging the gap. Barry University School of Nursing class presentation, Miami, FL.

Nogueras, D. (2003). Shortage puts nursing careers on the ‘Most Wanted’ list. Panel member: Miami Dade Community College Professional Development Day, Miami, FL.

Nogueras, D. (2003). CLASH: Children Learn Amazingly With School Health. Workshop presentation to Florida PTA Leadership Conference, Tampa, FL.

Nogueras, D. (2004). Generations: bridging the gap. Mercy Hospital, Inc. Leadership Group, Miami, FL.

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

2002-present American College of Nurse Practitioners
1994-present Sigma Theta Tau International, Lambda Chi Chapter
1994-present Florida Nurses Association, District 5/ American Nurses Association
2000-present American Academy of Nurse Practitioners
2000-2001 Association of Legal Nurse Consultants
2000 American Academy of Nursing
2000 International Institute for Human Understanding (*iihu*)
1998-2000 National Association of Nurses in Women’s Health
1997-1999 Florida Association of Community Colleges

MEMBERSHIPS IN COMMUNITY ORGANIZATIONS

2002-present Rotary International, Miami Dadeland-Pinecrest
1997-present National Parent Teacher Association
2001 Union of the Uninsured

PROFESSIONAL SERVICE

Service to Professional Societies

Sigma Theta Tau International Honor Society for Nursing, Lambda Chi Chapter
1994-1999 Chair Newsletter & Publicity,
1997-1998 Chair Nominating Committee,
1997-1999 Program Committee Member,
1999-2001 Vice President,
2001-2003 Treasurer

Florida Nurses Association (FNA)

2002-2003 President Elect, District V
2002-2003 Corresponding Secretary, District V
2002-present ANCC-COA reviewer
2001-present Co-coordinator- "Reach Out & Support Our Seasoned Nurses" District V
2000 Delegate to state convention
1998-present ARNP subcommittee

Nursing Shortage Consortium of South Florida

2002-2004 Board of Directors
2003-2004 Program committee chairperson
2001-2003 Co-Chairperson education and scholarship committee

Primary Care for the Underserved 12th Annual Conference

2003-present Planning Committee, member

International Institute for Human Understanding (*iihu*)

2000 Vice President - Education

Advisory Boards

2003-present Nursing Spectrum Magazine
2003-present Dr. Bruce Heiken Memorial Fund (children's vision and eyeglasses)
2003-2004 Action for Healthy Kids- Florida Team (Appointed member)
2000-2003 William H. Turner Technical High School - Health Academy (Appointed member-2000-2001, Chairperson 2001-2002, 2002-2003)
2000-2002 Advance Magazine for Nurses Serving Florida
2000-2001 Regional Advisory Board - Galaxo Smith Kline Pharmaceuticals

Service to the Community

2004- present The Youth Ethics Initiative, Inc. elected Board of Directors

Debbie J. Noguerras

- 2003-2005 Gubernatorial appointee to The Children's Trust Board of Miami-Dade County
- 2003-present Dade County Council Parent Teacher Association – Vice President, Killian Feeder Pattern, Access Center V
- 2003-present Florida Parent Teacher Association – Chairperson, Health Subcommittee
- 2002-present Miami-Dade County Health Department- Volunteer School Nurse
- 2002 Red Ribbon Ride for Aids – Medical Crew: Lead ARNP
- 2001 HIV/AIDS Emergency Summit –Congresswomen Carrie Meek, written testimony
- 2001 Union of the Uninsured Press Conference, Miami, Fl, oral testimony
- 2001 Nelson A. Benedico, Jr. AIDS Memorial Fund- Appointed Board member
- 1998-2001 American Cancer Society: Triple Touch Breast Exam Instructor
- 1997-2003 Ludlum Elementary School Parent Teacher Association
(Secretary 1997-1998, Co president 98-2001, President 2001-2002, 2002-2003)

CONSULTANT ACTIVITIES

Administrative

- 2004-present The Lodge Advocacy Center, consultation for providing primary care to victims of domestic violence.
- 2003-present The Dr. Bruce Heiken Memorial Fund (free eyeglasses to needy children), Providing consultation for fundraising and grants procurement.
- 2003-present The Law Offices of Alex Alvarez, PA. – Providing Medical/Legal Seminars, chart review, medical terminology.
- 2000-2001 Immune Care, LLC – Legal Nurse Consultant, ARNP/MD liaison, Provided inservices, training, and consultation to staff, physicians, and owners regarding protocols, policies and procedures, and legal issues.

Clinical

- 1999-2002 Turner Technical High School – Provided consultation to faculty and administration on proposed school clinic project, developed mentor project with senior students and nursing students for senior capstone project.
- 1999 Miami Dade Community College – The Care Van project. Provided research and development for community health van for medical center campus and its students in various health related majors (nursing, physical therapy, etc). Designed the van, created a budget, and assisted in the procurement of grant funding for the project.
- 1998-2000 South Miami Lutheran Church Preschool – Provided consultation on student health issues, provided a column “Ask the Nurse” child health tips in school newsletter.
- 1998 Galaxo Smith Kline Pharmaceuticals., Regional Advisory Board: Role of Trizivir in Clinical Practice of NP's and PA's

RESUME

Name: Josee Gregoire
Phone: H 305 654-8240
W 305 643-5780 ext. 2178
C 305-3361383

EDUCATIONAL BACKGROUND

Educational Doctorate Degree, Special Education – Florida International University, Miami, FL (01/97-current)

Master of Science, Special Education - Florida International University, Miami, FL (08/95)

Bachelor of Arts, Political Science - Florida International University, Miami, FL (04/88)

Associate of Arts, Journalism - Miami Dade Community College, North Campus, Miami, FL (08/85)

Florida Teacher's Certificate - Emotionally Handicapped K-12
Validity: period 2010, ESOL Endorsement, Educational Leadership All Levels:

WORK EXPERIENCE

08/2004-Present

Position: Lead Staffing Specialist (Department Chair)

Duties: provide support to eight individuals in the department, assist staff and schools in following state and federal guidelines in the provision of services to children with disabilities, disseminate information from district to the schools, monitor units and provide support to instructional supervisor.

08/2002-Current

Position: Staffing Specialist

Miami-Dade County Public Schools
Region Center IV
2201 S.W. 4th Street
Miami, FL 33135

Duties: Review psychological reports, serve on the committee for determination of eligibility and placements of students who are disabled and gifted from kindergarten to 12th grade, conduct meetings regarding suspensions and expulsions, develop and review Individualized Education Plans (IEPS), provide support to schools in the implementation of programs for children with special needs, serve as a liaison between parents and the school.

11/1995- 08/2002

Position: Pre-kindergarten Staffing Specialist

Pre-kindergarten Program for Children
With Disabilities
Miami-Dade County Public Schools
5555 S.W. 93rd. Avenue
Miami, FL 33165

Duties: Review psychological reports, schedule staffings for pre-kindergarten students, conduct program reviews, provide support to teachers communicate with parents regarding concerns, develop Individualized Education Plans (IEPs), participate in teacher trainings and provide follow-up, serve as liaison between parents and the school.

07/2000-04/2004

Position: Adjunct Professor

Florida International University
College of Education
Department of Educational Psychology and
Special Education
University Park Campus
Miami, FL 33199

Duties: Instructor of Assessment in Early Childhood classes to bachelors and masters level students.

1991-11/1995

Position: Teacher, Prekindergarten Children
with Disabilities, Dade County Public Schools

Gratigny Elementary
11905 North Miami Avenue
Miami, FL 33168

Duties: teach pre-k children ages 3-5 in a mainstream setting with Early Intervention(EI) four year olds, collaborate with EI teacher and a paraprofessional in a team teaching situation, write IEPs, attend staffings, translate in Haitian Creole for parents, conduct parent meetings, implement High Scope Curriculum, administer Learning Accomplishment Profile (LAP-D) test, assess oral language proficiency.

11/1988-07/1991

Position: Teacher, Prekindergarten limited English Exceptional Students (Project PLEES), Dade County Public Schools

Arcola Lake Elementary
1037 N.W. 82 St.
Miami, FL

Duties: teach pre-kindergarten Limited English Proficient (LEP) Haitian Creole students of varying exceptionalities, translate in staffings, assist teachers in testing and evaluating Haitian Creole students, translate during psychological evaluations, conduct parent meetings, home visits, administer oral language proficiency test, liaison between parents and teachers.

COMMUNITY INVOLVEMENT

01/2005-Current

Church World Services, Local Chapter, Board Member
Organization dedicated to providing services and support to churches of various denominations and non-denominational.

03/2003-03/2005

Children's Trust, Board Member, gubernatorial
Appointee, Children with Disabilities
Committee, Program Services Committee, Nominating Committee
(voter approved board responsible for spending approximately 65K
in funds generated from property taxes to provide services for
children 0-18 years of age in Miami-Dade County).

- 11/2001-Current Haitian American Scholarship Fund Inc.
Founding Board Member and secretary,
A 501 c 3 nonprofit organization established to primarily provide
financial and emotional support to students of Haitian decent in
pursuing a college education.
- 08/2001- Current Florida International University, Advisory Board Member
College of Education, Department of Educational Psychology and
Special Education.
- 01/2002- Current Equal Opportunity Family Health Center Inc., Board Member
A nonprofit dedicated to reducing healthcare disparities in the
community.
- 01/1999-02/2001 Miami Fellows Initiative, Participant (A two-year
leadership development training program which
“provided fellowship to young men and women who have a
passion to enrich life in Miami-Dade County”. The W. K. Kellogg
Foundation funded it with a grant obtained by Dade Community
Foundation and managed by Chase Marketing Group, Inc.)
- 1995-Current Adult Choir Member, Holy Family Church

HOBBIES

Reading and sewing, creating arts and crafts

REFERENCES

Can be provided upon request

Nancy Schleifer
2645 South Bayshore Drive
Coconut Grove, Florida 33133

Phone 305-375-1951 (office)
786-423-1019 (mobile)

E-mail: NancySchleifer2001@msn.com

Fax: 305-854-6193

EMPLOYMENT HISTORY:

- August 2003- LEGISLATIVE ANALYST--CHILDREN'S ISSUES, OFFICE OF THE CHAIR, MIAMI-DADE BOARD OF COUNTY COMMISSIONERS(Aug. 2003-Nov. 2004/LEGISLATIVE AIDE FOR COMMISSIONER CAREY-SHULER(November 2004-present) Advise Chairperson, Barbara Carey-Shuler on matters concerning children's issues, drafting suggested state and local legislation, reviewing matters that come before the county commission, monitoring county agencies, trusts, and boards that fund children's services or prepare policies concerning children, and advising on budgetary issues. Organized successful "A Children's Bill of Rights" conference to draft a county-wide Children's Bill of Rights and coordinated the final drafting of resolution.
- April 1998 ADMINISTRATIVE ATTORNEY, Guardian ad Litem. Head of legal team consisting of seven to ten attorneys plus staff. Conducted frequent trainings for staff attorneys, pro bono lawyers, appellate lawyers, judiciary, non-legal staff members, and lay guardians. Supervised and monitored, or personally handled, all appeals (up to 42 appeals pending during any one year). Prepared research and practical materials for staff attorneys, assisted staff attorneys with litigation issues, and advised the program regarding programmatic legal issues. Participated in litigation or evidentiary hearings on an occasional, as needed, basis.
- March 2001
- May 1993- SOLE PRACTITIONER Appeals, litigation support, commercial litigation, child advocacy. 1998, 2001-3 Part time house counsel for Ad Productions, Inc., a family owned business. Provided extensive pro bono appellate assistance to the Guardian ad Litem Program.
- July 1991- DIRECTOR, THE CHILDREN'S LAW PROJECT, NOVA UNIVERSITY SCHOOL OF LAW, CIVIL LAW CLINIC. Administrated, organized, and directed the children's law component of a clinical in-house and externship program for third-year law students. The Project was funded by a Department of Education grant. The Project involved a teaching component and an internship and externship component. The clinic accepted cases involving indigent children including dependency cases, custody cases, adoptions, educationally handicapped rights cases, immigration cases, and HIV children cases. All cases were handled by students who were certified as legal interns eligible to practice in court under clinical instructor supervision.
- May 1993
- July 1990- SOLE PRACTITIONER. Appeals, litigation support, commercial litigation, child advocacy. July 1991 Paid consultant to the Florida Bar Commission for Children to develop and promote a comprehensive health care package of model legislation. Participated in developing a child's budget package. Under contract with HRS to handle all HRS dependency appeals for Dade and Monroe County from July 1990 through January 1991. Accepted numerous court appointments in dependency and civil courts.
- January 1990- CHIEF ATTORNEY, Children's Youth and Family Services, Department of Health and July 1990 Rehabilitative Services. Administrator and chief litigator for all HRS dependency cases in Dade and Monroe Counties. In charge of 15 attorneys and 10 paralegals responsible for

litigating all child abuse, neglect, and abandonment cases in Dade and Monroe Counties. Handled all appeals in District XI, and numerous extremely serious trials in abuse cases. Set up systems for attorneys and staff, and trained staff and other attorneys in the area of dependency law.

- March 1988-
Dec. 1989 SOLE PRACTITIONER. Areas of practice: appeals, litigation, administrative law. Representative clients: State of Florida, Department of Rehabilitative Services; Sunset Commercial Bank, Unicare Nursing Homes.
- June 1988-
Dec. 1989 GUARDIAN AD LITEM PROGRAM ATTORNEY, (Part time.) Handled major child abuse litigation and appeals. Drafted legislation. Drafted model documents to be used throughout the foster care system in Dade County. Acted as consultant to HRS attorneys, guardian ad litem attorneys, and lay volunteers. On Dade County payroll.
- April 1983-
February 1988 SPARBER, SHEVIN, SHAPO & HEILBRONNER, P.A. Areas of practice: Appeals, commercial litigation, administrative litigation. Representative clients of firm: The Florida Patient's Compensation Fund, State of Florida, Department of Transportation, Sunset Commercial Bank, Angel Care, Inc., Miami Dolphins.
- May 1982-
April 1983 WALLACE, ENGLER, BRESLOW, PERTNOY, & SOLOWSKY, P.A. Areas of practice: leasing, real estate transactions, commercial litigation, probate appeals.
- May 1980-
April 1983 PETERS, PICKLE, FLYNN, NIEMOELLER, STIEGLITZ & DOWNS, P.A. Areas of practice: appeals, personal injury defense and construction litigation, commercial litigation.

TEACHING POSITIONS:

- | | |
|---------------------|---|
| Spring 1992 | Instructor--Barry University - Course: Literature and the Law, |
| Sept. 1991-May 1993 | Nova University School of Law-- Full-time Clinical Law Instructor |
| 1976 | Broward Community College—Instructor, Freshman English |
| 1974-1977 | Instructor of Freshman English under a Teaching Assistantship-
University of Miami |

SPECIAL HONORS:

- Guardian ad Litem, "Don Quixote" Advocacy Award 2003
- Lawyers for Children, John Edward Smith Child Advocacy Award 2002
- Special Acknowledgement by DCF for assistance with appeals, 2000.
- Nominated for Tobias Simon Pro-Bono Award
1988, 1989, and 1991, and received an Honorable
Mention in Dade County in 1988.
- Guardian Ad Litem Honorary Award 1987.
- The Miami Realtor: Best Article Award 1987.
- Pro-bono honor roll 1989-2002.

BOARDS:

- Voices for Children: Board of Trustees (Chair of Communications Committee)
- Lawyers for Children: Advisory Board
- Youth Crime Task Force: Designee for Commissioner Barbara Carey-Shuler (Chair of the Legislative Committee)

LEGAL ASSOCIATIONS:

- Previous Chairperson and Co-Chairperson, Juvenile Court Committee of the Dade County Bar; Previous Chairperson, FAWL committee on the rights of abused, abandoned

and neglected children; Previously on Juvenile Rules Committee of the Florida Bar; Appointed to Supreme Court Sub-Committee on Juvenile Dependency Mediation; Member of Dade County Bar; American Bar Association, National Association of Counsel for Children; Florida Women's Lawyers.

LEGAL EDUCATION Juris Doctorate, University of Miami School of Law, Cum Laude

Awards: Law Scholarship, University of Miami School of Law
 Deans List, University of Miami School of Law
Activities: Moot Court Board
 Associate Editor, *Lawyers of the Americas*
 National Moot Court- Top Graded Brief

OTHER DEGREES:

1976-1977 Doctoral Course Work, Department of English, University of Miami
1975-1976 M.A., English, University of Miami
1973-1974 B.A., English/Philosophy, Florida International University

SPECIAL KNOWLEDGE: Computer proficient. Grant writing.

SPECIAL
ACTIVITIES:

Initiated Project Birthday to ensure dependent children have a birthday celebration.
One of the founders of a cancer camp for children of Miami Children's Hospital, 1990-1998. Served as an activities director and counselor at camp for eight years.

PUBLICATIONS AND PAPERS:

LEGAL BOOKS, CHAPTERS & SUPPLEMENTS

2003 Chapter on Dependency Appeals, FLORIDA BAR CLE, FLORIDA JUVENILE PRACTICE
2003 Revision, Chapter on Orders, FLORIDA BAR CLE, FLORIDA APPELLATE PRACTICE

1988- Supplement: Chapter on Orders, FLORIDA BAR CLE, FLORIDA APPELLATE
1993 PRACTICE

1991- N. Schleifer, TRIAL LAWYERS DESKBOOK OF CHECKLISTS AND FORMS, Wiley
 Publishers (1991), with supplements until 1994

LEGAL ARTICLES & CURRICULA

2000: Research and contributor to First 100 Women project of The Florida Bar
1992: Schleifer, *Might versus Fright: The Confrontation Clause and the Search for "Truth" in the Child Abuse Family Court Case*, 16 NOVA L. REV. 783 (1992)

1990: Schleifer, *Making Law, Advocates for Children*, LXIV FLA. B. J., March 1990 at 28.

1990: Schleifer, *The DPR Administrative Hearing Part III*, MIAMI REALTOR (Also reprints of parts I and II) (1990).

1989: Schleifer, *Child Abuse Programs Tragically Inadequate*, The Miami Review,

October 10, 1989.

- 1989: Schleifer, *Traps for the Unwary--Statutes of Limitation and Notice Provisions*, LXIII FLA. B. J. July- Aug. 1989, at 27.
- 1987: Schleifer, *Legal Rhetoric, Not Limited to the Rhetorical Question*, LXI FLA.B.J., Dec. 1987 at 35.
- Schleifer, *Appellate Law for the Trial Lawyer*, LXI FLA.B.J. Oct. 1987 at 23.
- Schleifer, *Complaint and Defensive Pleading Checklist*, LXI FLA.B.J. Sept. 1987 at 23.
- Schleifer, *The DPR Administrative Complaint*, MIAMI REALTOR, (1990).
- 1986: Schleifer, *DPR Procedure: The Investigation of Grievances Against Brokers and Salesman*, MIAMI REALTOR (1986).
- 1980: Schleifer, *Territorial Asylum in the Americas*, LAWYERS OF THE AMERICAS, (1980).

CURRICULUM AND SPONSORED PUBLICATIONS:

- 2004 Curriculum materials for "A Children's Bill of Rights 2004 Conference"
- 1993-3 Curriculum for Law and Literature course
- 1991-2: Materials for the Children's Law Project
- 1991: Schleifer, *The Children of Florida: Must they Grow Up In a State of Poor Health*, Florida Bar Commission for Children, 1991.

LECTURES AND SEMINARS

- 2004 Facilitator at "A Children's Bill of Rights 2004" conference (also organized the 300 person conference, featuring speakers Judge Rosemary Barkett; Chief Justice Pariente; Jack Levine; Mayor Alex Penelas; Chairperson Barbara Carey-Shuler; County Manager, George Burgess; and featuring FSU President Emeritus, Talbot "Sandy" D'Alemberte.)
- 1998-2002 Presented dozens of in-house seminars to Guardian ad Litem Program staff and lay volunteers. Participated in attorney trainings for the Lawyers for Children. Conducted a judicial training for Judge Gelber. Main presenter at the mandatory appellate training for all appellate wheel attorneys in the dependency system.
- 2001
- 1996-7 Presented seven day and half-day seminars for Time is Money, a CLE credited course on the business of law.
- 1994 Lecturer for Voluntary Bar Association, Dade County Bar concerning termination of parental rights proceedings.
- 1992: Lecturer for National Children's Mental Health and the Law Seminar, sponsored by Nova University School of Law and School of Psychology
- 1991: Participant in television program concerning child abuse issues sponsored by the United Nations World Summit for Children.
- Participant in television program on the Confrontation Clause sponsored by the

Dade County Bar Association.

Moderator, Florida Association of Women Lawyer's, Dade County Chapter, "Are We all Guilty of Child Abuse"

Speaker on topic of child health care for Healthy Children forum sponsored by Palm Beach League of Women's Voters

Invited speaker for the Barquette Commission for Children

1990: Speaker at Florida Bar Commission for Children Meeting on the topic of child health care

Voluntary Bar Association Seminar on Termination of Parental Rights

Speaker before the Governor's Commission on Health Care

Seminar for Guardian Ad Litem's regarding status of law on Termination of Parental Rights

MDCC Police Academy lecture on child abuse law

Moderator, DCBA Seminar, "The Psychology of Psychological Evaluations.

Moderator of FAWL program, "Child Abuse--Who Cares?"

1989: University of Miami Advanced Moot Court lecture on Appellate Law

Termination of Parental Rights Seminar, sponsored by the Dade County Bar Association Volunteer Lawyers Program

Winning Depositions make Winning Trials, Sponsored by the Academy of Florida Trial Lawyers

KIM GREENE, LCSW

8725 NE 10th Court, Miami, Florida 33138
(305) 758-6944 e-mail: kimgreene@aol.com

PROFILE

I am a proven manager and team player with over 16 years leadership experience in philanthropic and other non-profit organizations with a mission to foster community change and personal growth. I pride myself on my reputation as an ethical, well-liked team builder with strong communication skills and a unique ability to build consensus among diverse stakeholders. First and foremost, I am interested in improving the human condition. On many occasions, I have brought staff members, volunteers and community leaders together to achieve a common goal. I'm a strong conceptual and strategic thinker excited by new ideas and diverse points of view. I am most proud of my ability to develop practical implementation strategies for new and sometimes apparently radical ideas. I love bringing people together around a common goal.

Throughout my career, I have maintained a small private practice providing individual, family, and couples therapy. I have also accepted consulting and training assignments for various groups and have run numerous workshops throughout the United States. I serve on several Boards locally.

EDUCATION

Certificate in Training and Human Resource Development 1988-1989
Florida International University, Miami, FL

Masters In Social Welfare 1971-1973
University of California at Berkeley, Berkeley, CA

Bachelor of Arts 1966-1969
Smith College, Northampton, MA

EMPLOYMENT HISTORY

EXECUTIVE DIRECTOR

DR. JOHN T. MACDONALD FOUNDATION, INC., MIAMI FL. 1999-PRESENT

A private philanthropic foundation whose mission is to provide funding for programs and projects designed to preserve, improve, or restore the health and health care for residents of Miami Dade, Florida. Endowment: 36 million dollars.

RESPONSIBILITIES

- Support the objectives of the board of directors
- Insure the major projects of the foundation are successfully implemented and maintained in line with the vision of the foundation
- Insure the financial integrity of the foundation is maintained
- Oversee grant administration and management
- Guide potential grantees in developing appropriate grant proposals
- Oversee budget of 5.5 million dollars a year
- Fiscal oversight of all grants
- Design and develop new programs

ACCOMPLISHMENTS

- Unified an initially fractious board. Promoted and created unity and cohesion of purpose and vision.

- Designed, developed and implemented foundation's signature school health care program. This first of its kind program provides continuity of care from grammar school through high school for underprivileged students. Initial annual budget \$1.25m for 5 years.
- Designed and developed a unique world-class center for medical genetics, bringing together all research carried on within the University of Miami School of Medicine under one roof. This initial program is expected to be the impetus to bring many other grants and opportunities to the center. Initial annual budget \$1.25m for 5 years, with an additional gift of 5 million over 3 years.
- Supervised design of foundation's website

PROJECT DIRECTOR

THE MIAMI COALITION FOR SAFE AND DRUG-FREE COMMUNITY

1991 - 1999

A broad-based non-profit community organization committed to reducing substance abuse and violence and related social causes. Organized and operated by private sector leaders, supported by 6000 volunteers.

RESPONSIBILITIES

- Establish, maintain and insure success of the projects coming into The Coalition.
- Strategic planning, staff development (both for staff and volunteers/community members), and successful community relationships
- Project development
- Develop and manage \$4m annual budget
- Grant-writing
- Community development and training

ACCOMPLISHMENTS

- Developed and implemented Research and Information Center of The Miami Coalition, a clearinghouse and data repository for all substance-abuse prevention, intervention and treatment related activities in the Miami area.
- Implemented Hurricane Andrew disaster relief project. Using \$1.5m Federal grant, oversaw projects designed to build community cohesion. Created a system where multiple agencies could work together in cooperation to assist victims of the disaster by providing counseling for children, opportunities for parental involvement, family counseling, and after school activities.
- Created Department of Health and Human Service's Community Partnership program - \$1.8m annual project over 5 years designed to create community coalitions around substance abuse issues.
- Department of labor's community workplace initiative
- Center for substance abuse prevention's emergency funds for immigrants

EXECUTIVE DIRECTOR

THE INTERNATIONAL LEARNING CENTER, MIAMI, FL

1991 - 1999

An international, geographically dispersed non-profit private organization dedicated to developing human potential.

Responsibilities

- Supervised management, training, and certification of over 2000 trainers and mid-management staff involved in educational and community management projects in their respective countries.

- Managed annual budget of \$2m.
- Ran quarterly training events for participants.

Accomplishments

- Designed selection process, and criteria
- Developed first of its kind training simulator using techniques from pilot training schools.
- Developed worldwide organization and systems for communication with certified trainers.

THERAPIST AND CORPORATE TRAINER

1977 - PRESENT

Private Practice

Training and Consulting Engagements

- CONSULTANT – University of Miami School of Medicine - ongoing
- TRAINER, Challenge of Excellence, Excellence Unlimited, Stillwater, OK. Work focused on corporate training - increased productivity and personal well being of staff.
- CO-DIRECTOR AND FOUNDER, Eating Disorder Treatment Center, Coral Gables, Fl.
- MASTER TRAINER, Neurolinguistic Programming.
- TRAINER, Metro-Dade County Police, under the auspices of the Dade County Mental Health Association.
- WORKSHOP LEADER - Conducted numerous workshops on communication skills, stress reduction, interviewing skills, relationship issues, and strategic planning, customer satisfaction, and coalition building in a wide variety of settings.

Other Training Contracts:

TRAINER for The Miami Herald
Development Research and Programs, Inc - ongoing
Birch & Davis Associates, Inc.
Center for Substance Abuse Prevention
Macro International, Inc.
Pacific Institute for Research and Evaluation
Post Disaster Training Center

WILSON J. WASHINGTON, JR.

21543 S.W. 92 PL
Miami, FL 33189
Home: (305) 253-4268
Cell: (786) 412-1646
wiwashington@earthlink.net

CAREER PROFILE

HEALTHCARE ADMINISTRATOR with over 26 years of leadership, management and healthcare operational experience. Verifiable record of instituting cost savings and cost containment techniques; quality improvements and business process reengineering efforts. Consistently successful in analyzing customer needs and capitalizing on opportunities to improve overall patient access. Meticulous in developing effective, loyal and cohesive staffs. Qualifications include:

- Healthcare Operations
- Budgeting
- Contract Negotiations
- Human Resources
- Customer Service
- Accounts Receivable
- Financial Management (Mgmt)
- Statistical Process Control
- Healthcare Law & Ethics
- Cost Containment & Controls
- Managed Care/Health Benefits
- Physician/Nurse Recruitment
- Credentials & Risk Management
- Joint Commission Preparation
- Information Management
- Facilities Engineering Mgmt
- Billing, Coding and Compliance
- Strategic Planning

EDUCATION

Naval Postgraduate School, Monterey, California
Master of Science in Management – Financial Management
University of Mississippi, Oxford, Mississippi
Bachelor of Business Administration
Southern Illinois University, Carbondale, Illinois
Bachelor of Science, Aviation Management

ACCOMPLISHMENTS

- ❖ *Successful Joint Commission for Accreditation of Healthcare Organization (JCAHO) Re-accreditation, Behavioral Health Care Center, Community Health of South Dade, Inc. (CHI) in November 2004*
- ❖ *Improved the Behavioral Health Care Center operating budget by over \$400,000 in less than six (6) months by streamlining spending and reengineering business processes.*
- ❖ *Achieved an overall score of 99.17% for excellence in medical services provided to the State of Mississippi offender population during a recent American Correctional Association (ACA) accreditation audit (September 2002).*
- ❖ *Advanced Cardiac Life Support Certification (March 2002).*
- ❖ *Received the 1999 Meritorious Performance Award from the American Society of Military Comptrollers (ASMC). Through astute financial management practices, saved over \$485,000 in annual operating costs while implementing over 20 major performance improvement projects during fiscal year 2000. Coordinated the successful closure and stand up of a HUMANA TRICARE Service Center, the first in Region IV and DOD to be accomplished within a single contract year.*
- ❖ *Received an overall 97% on recent Joint Commission for Accreditation of Healthcare Organizations (JCAHO) Survey (November 2000).*

PROFESSIONAL EXPERIENCE

- ❖ *Revolutionized Financial Management at the Naval Medical Research Center, Bethesda, Maryland. Instituted activity base costing for overhead management allocation and thus reduced the total administrative overhead costs by greater than \$500,000 in less than one year; ultimately returning a total savings of more than \$1.6 million to biomedical science and research.*
- ❖ *Orchestrated the start-up of an 1,800 Preferred Provider Organization (PPO)/Network within the Northern Illinois metropolitan area; in a price sensitive and competitive environment, negotiated memorandums of agreements with various specialty clinics that resulted in a total savings of greater than \$3.0 million in supplemental healthcare costs.*

Currently, **Vice President, Behavioral Health Care Center**, Community Health of South Dade, Inc., Miami, FL. Responsible for the administrative oversight and behavioral healthcare mission of the Adult Outpatient Mental Health Program, Children Outpatient Mental Health Program, Substance Abuse/Treatment Program, School-Based Mental Health Program and the CARES (HIV/AIDS) Program. Provide daily supervision of over 90 staff to include Psychiatrists, Nurse Practitioners, Therapists, Case Managers, Mental Health Technicians and other administrative support staff. Provide collaboration and coordination with specialty health services, other healthcare organizations, contractors, community partners while managing an annual operating budget of greater than \$7.0 million. Functional authority for the development and implementation of appropriate site specific behavioral health services, administrative policies, strategies, programs, and procedures affecting budgeting and contract negotiations with the Department of Children and Families, the Public Health Trust and Miami-Dade County for Ryan White Title I/II programs; the successful management and joint oversight of the Jail Diversion Program and 24-Adult Crisis Stabilization Unit, the Baker Act Facility for South Miami Dade.

Health Services Administrator and Assistant Director for the Division of Institutional Medicine, The University of Hospitals and Clinics, University of Mississippi Medical Center (UMMC), Department of Institutional Medicine, Central Mississippi Correctional Facility (CMCF), Mississippi Department of Corrections (MDOC), Pearl, MS. Responsible for the administrative direction, overall management and daily supervision of a staff of 60 (to include medical, nursing, ancillary and administrative support personnel), on-site collaboration/coordination with specialty health services contractors and an annual operating budget of over \$5.0 million. Functional authority for the development and implementation of appropriate site specific health services, administrative policies, strategies, programs, and procedures affecting budgeting, preparation, control and disbursement of funds for the Receiving/Classification Medical Clinic and the 24-Hour Primary Care Clinic at CMCF. Assist Department of Institutional Medicine's Network Contract Provider Coordinator in negotiation of contracts with internal hospital physicians and specialists, external hospitals, private practice physicians, and ancillary providers for the effective delivery of capitated healthcare to the offender population (State Inmates). Maintains liaison between the CMCF On-site Correctional Administration and the Department of Institutional Medicine.

Executive Director, Chief Administrator, and Officer-in-Charge (OIC). Bottom-line responsibility for the overall management of a \$4.0 million annual budget and a staff of 65. Functional authority included all aspects of strategic planning, human resources management, contract administration, marketing plans, quality assurance, business process reengineering, inventory control, finance, scheduling and customer relations. Functional responsibility included physical security, infrastructure upgrades, and systems integration of patient data. These automated and secure systems to include a Coordinated Health Care Workload and Productivity

System, Tele-radiology System, Electronic Administration and Routine Messages Gate-guard System, Defense Medical Information Management System, personal computers, laptops and a central computer system to include operating and report generating software. Ancillary responsibilities included the collaboration with managers of an in-house Managed Care (TRICARE), Customer Service Center, the management of a Defense Medical Logistical Support System and a Standard Accounting and Resource System.

Chief Financial Officer (CFO) and Director for Administration (DFA). Functional responsibility included the effective planning, programming, budgeting, management and execution of over \$34.0 million annual budget and the direct supervision of 31 departmental personnel within the Fiscal Office, Command Administration, Human Resources, Material Management, Facilities Management and Information Systems Management Departments. Coordinated fiscal policy implementation as set by higher authority and issued annual operating budgets to internal departments in Bethesda, Maryland and subordinate command activities in Lima, Peru, Jakarta, Indonesia and Cairo, Egypt, San Antonio, Texas and Dayton, Ohio.

Chief Financial Officer (CFO), Head of the Fiscal Department. Functional authority included the overall financial management, general ledger accounting, payroll, accounts payable and year end closure of an \$8.2 million annual operating budget of a major ambulatory care center and three (3) outpatient branch medical clinics with a staff of greater than 227 military and civilian employees.

Director of Resource Allocations Division and Comptroller for the Chief of Navy Dentistry. Functional authority included the financial management for a \$46.1 Million annual budget servicing three (3) regional Healthcare Support Offices (HSOs) and 20 Naval Dental Commands. Overall responsible for planning, programming, budgeting, economic analysis and resources allocation.

Outpatient Administration Supervisor and Clinic Supervisor for the Naval Hospital Branch Medical Clinic, Recruit Training Center, Great Lakes, Illinois. Responsible to the Director for Patient Administration for outpatient records administration, patient satisfaction, consultations, managed care (TRICARE) and specialty care benefits. Also, responsible to the Director of Branch Clinics for the day-to-day medical operations, budgeting, staffing, healthcare oversight and medical intake processing of over 14,000 patients (Navy Recruits).

WORK HISTORY

Community Health of South Dade, Inc. (CHI), 2004 to Present.
Correctional Medical Services, Central Mississippi Correctional Facility, Pearl, MS 2003 to 2004
The University Hospital and Clinics, University of Mississippi Medical Center, Jackson, Mississippi – 2001 to 2003
Naval Branch Medical Clinic, Meridian, Mississippi – 1999 to 2001
Naval Medical Research Center, Bethesda, Maryland – 1997 to 1999
Naval Medical Clinic, Quantico, Virginia – 1995 to 1997
Bureau of Medicine and Surgery, Washington, D.C. – 1992 to 1995
Naval Postgraduate School, Monterey, CA – 1991 to 1992
Naval Hospital, Great Lakes, IL – 1989 to 1991
USS Manitowoc (LST-1180), Little Creek, VA – 1986 to 1989
Naval School of Diesel & Electrical Engineering, NETC, Newport, RI – 1984 to 1986

BYRON L. SPARBER

PRESENT AND PRIOR COMMUNITY ACTIVITIES

State Board of Community Colleges

Served for four years. Held positions of Chairman, Vice Chairman and Finance Committee Chairman

The Beacon Council, Dade County economic development organization:

Former Member Board of Directors

Dade County School Board Blue Ribbon Committee:

Served as Chairman of Finance Committee. Provided oversight of expenditure of one billion dollar capital outlay program

Greater Miami Chamber of Commerce:

Former Member Board of Directors

Mount Sinai Hospital:

Member Board of Trustees, Former Treasurer and member of Executive Committee

Miami Children's Hospital Foundation:

Former Member Board of Trustees

Dade Community Foundation:

Former Director

National Foundation For Advancement of the Arts:

Former Member Board of Trustees

Baptist Hospital Foundation

Former Member Board of Trustees

Greater Miami Tax Institute

Past President

Friends of Art, Lowe Art Museum:

Past President

Tara Homeowners Association

44 member association located at 79th Avenue and Kendall Drive.
Member of Board of directors and Former President

Benjamin F. Gilbert, Jr., P.E.

10301 Southwest 60th Avenue, Pinecrest, FL 33156
Phone 305/593-7202 Fax 305/593-7274

SUMMARY

A results oriented manager who maximizes returns and delivers client success, with 17 years responsibility in national and international management and operations. An active community volunteer for children's educational programs and environmental preservation.

EXPERIENCE

Montenay Power Corp.

Waste-to-Energy Utility Operator

5/97 - Present

Vice-President — Responsible for the operations of the Miami-Dade County Resources Recovery Facility, the largest waste-to-energy facility in the world, generating over 76 megawatts and processing over 4500 tons of municipal solid waste daily. Administer all contractual relationships and negotiations with client and contractors, including power wheeling and purchase agreements with Florida Power and Light, Co. and Florida Power Corp., and fuel supply agreements with cogeneration facilities. Monitor and develop legislative activities for the waste-to-energy utilities at the State and Federal levels. Lead company's development and expansion activities in southern US and Latin America.

Brown and Caldwell

Environmental Engineering and Consulting

9/95 - 4/97

Client Service Manager / Department Manager — Administered contract for bond engineer and general engineering services for the Dade County Department of Solid Waste Management, averaging \$1.5 million fees annually. Project responsibilities included all facets of support for a 3 million tons per year integrated solid waste collection, management, and disposal system. Key projects included oversight and acceptance of \$136 million waste-to-energy facility expansion and retrofit, landfill closure designs, construction management services, and engineer's report for \$183 million and \$138 million bond issues. Successful project design and construction support saved client over \$10 million. Department manager and assistant office manager responsibilities included leading staff responsible for solid waste activities in South Florida, and strategic planning of business development activities in Dade County. Accountable for all levels of client service and interfacing with county departments. Administered local activities for Everglades restoration projects.

11/93 - 8/95

Senior Project Manager, International Projects — Managed and coordinated projects in Latin America, reporting directly to the President and Chief Executive Officer. Initiated joint venture agreement with an Argentine engineering and construction conglomerate to pursue projects throughout South America. Coordinated business activities with Department of Commerce, U.S. Embassies, and U.S. Trade and Development Agency to secure project funding and competitive U.S. support against European and Asian companies. Instituted cooperative agreement with a Spanish engineering and construction firm to pursue and execute projects in Spain. Administered projects in Buenos Aires, Argentina including an innovative design of a landfill expansion that doubled the remaining life and saved \$16 million. Completed master plan for the Commonwealth of Puerto Rico, comprising 11 regions and 74 waste management facilities with an operational life of 30 years and a construction cost of \$1 Billion.

12/89 - 10/93

Project Manager — Held primary responsibility for specific tasks of bond engineer services for the Miami-Dade County Department of Solid Waste Management. Functioned as banks engineer for Credit Suisse to oversee investments into environmental facilities. Conducted annual

inspections of landfill and transfer station operations in Buenos Aires, Argentina to ensure compliance with local environmental operations.

Birwelco - Montenay, Inc.

Waste-to-Energy Facility Operator

7/88 - 11/89

Project Engineer — Design engineer and field construction engineer for a \$68 million capital improvement project of a 3000 ton per day facility, which included new waste processing and materials handling systems and four 28 ton per hour boilers generating 68 Megawatts of electricity. Developed test protocols, supervised and executed successful facility start-up and acceptance testing. Implemented optimization programs for increased productivity of processing and recycling facilities.

OTHER EXPERIENCE

Internship — **Generadores de Vapor Foster Wheeler, S.A. - Spain**, a power plant operations subsidiary, utilities bid review and analyses

Internship — **Termicas Del Besos, S.A. - Spain**, a power plant operator.

Internship — **Bechtel Construction, Corp.**, utility operations at Turkey Point Nuclear Power Plant.

EDUCATION

Masters of Business Administration, Florida International University, 1994

Graduate International Business Program Certificate, Florida International University, 1993

B.S. Mechanical Engineering, Florida Institute of Technology, 1988

REGISTRATION

Professional Engineer, Florida No. 46603

LANGUAGES

Proficient in English and Spanish

ADDITIONAL TRAINING

Leadership Florida, Class XXI, 2003, Florida Chamber of Commerce

Leadership Miami, Class of 1996, Greater Miami Chamber of Commerce

Design and Delivery of Winning Presentations, Dag Knudsen

Client Account Analysis, Dag Knudsen

The Mandeville Interview Process, Professional Development Resources, Inc.

Financial and Human Resources In-House Leadership Workshops for Managers

PROFESSIONAL AND COMMUNITY ACTIVITIES

South Florida After-School All-Stars 1997 – Present, Elected Vice Chairman, Board of Directors, 2003 – Present.

Principal for a Day, Doral Middle School, 2004.

Guest Speaker for middle school, high school, and college students for waste management and environmental issues, 1998 – Present.

Integrated Waste Services Association 1997 – Present. State Committee Chair, 2001 - 2003.

Doral Business Council, Board of Directors, 2004 – Present.

Greater Miami Chamber of Commerce, 1993 – Present.

Beacon Council, 1998 – Present.

Solid Waste Association of North America – Florida Sunshine Chapter, 1992 – Present.

Environmental Economics Council - Everglades Conservation Office, National Audubon Society, 1995 – 1997.

American Society of Mechanical Engineers, 1988 – Present.

Association of Cuban Engineers, 1988 – Present.

BYRON L. SPARBER

7821 SS.W. 88TH Terrace
Miami, Florida 33156

Telephone: (305) 274-9874
(305) 529-5648
Fax: (305) 598-8326

Education:

B.B.A.,(1954) University of Michigan
M.B.A. (1957) University of Michigan
LL.B (1957) University of Michigan

Professional Licenses:

Admitted to the Bar: Florida, Indiana and District of Columbia
Certified Public Accountant, Indiana
Real Estate Salesperson, Florida

Employment History:

1957-1960: Attorney-Advisor Tax Court of the United States, Washington, D.C.
1960-1988: Practice of tax and corporate law. Started in solo practice and later in
Sparber, Shevin, Shapo and Heilbronner, Miami, Florida
1988-1991: Partner, Law Firm of Squire, Sanders and Dempsey, Miami, Florida
1991-1998: Partner, Law Firm of Sparber, Kosnitzky, Truxton et al—later Zack,
Sparber, Kosnitzky et al
1998- : Retired

Professional Recognitions:

Martindale and Hubbard-A-V rating
Best Lawyers in America
Who's Who in America
Who's Who in American Law

Other Professional Activities:

Author of numerous tax articles in state and national publications.
Lectured throughout the United States for Practicing Law Institute and American
College of CLUs on various business and tax subjects.
Lead Editor of Southeast Transaction Guide, a twenty-one volume tax and
business law treatise published by Matthew Bender..

Ronald Brummitt

421 NW 150th Street, Miami, Florida 33186

305.389.3636 ron@caringplace.org

Areas of Expertise

• Homeless/Needy Population	• Team Builder
• Youth Program Development	• Ability to Collaborate with Various Agencies
• Specialized Program Development	• Computer Technology (Programs, Networking)
• Strong Strategic Thinker	• Multi-media Productions
• County Homeless Providers	• Public Speaking
• Board Experience	

Professional Experience

Miami Rescue Mission, Inc.

1991-Present

Was selected as the Executive Director in July 2004. Presently occupying that position and responsible for three Centers serving approximately 800 needy men, women, and children in Miami-Dade and Broward Counties.

Past Duties Include:

Responsible for development, training and day-to-day oversight of the Miami Centers. Including policy implementation, staffing, and outcome reporting.

- Includes Center for Men, Center for Women and Children, Jeffrey A. Tew Education and Career Center, Food Service and Facilities Management.
- Develop programs and collaborations for the Community Activity Center.
- Final oversight of all programs and activities.
- Provide ongoing team building and training for employees.
- Assist in development of client tracking software.
- Oversee financial accountability and cost effectiveness. In other words, provide the most "bang for the buck" and maintain good stewardship.
- Interact with city and county agencies, developing strategic ties in order to position the Mission for various grants and services.
- Developed network with various educational institutions, medical providers, and legal agencies for the Youth and Adult Centers.
- Research and write grants as opportunity arises. Have successfully obtained grants in 2004.
- Obtained Food Stamp program. Currently brings in approximately \$100,000 per year. Maintain oversight of this component.
- Represent Mission at conferences, seminars, agencies, and local churches.

- Oversee community based outreaches to heighten Mission awareness.
- Originated additional streams of revenue through providing bed nights to Miami Beach Homeless Outreach (presently \$54,000 per year).
- Began Hispanic Ministry and presently expanding services to clients as well as reaching out more to the Hispanic community to raise money and professional services.
- Interact with all departments and offices of the Mission.

Veterans of Foreign Wars Telemarketing

1987 - 1988

Regional Manager

Oversaw telemarketing for-profit company through the State of Florida.

Responsible for growth and profitability of various telemarketing rooms. Managed new product development, pricing and sales promotion.

- Developed new offices by finding rental space, hiring employees, training managers and providing follow-up of sales quotas.
- Had the highest dollar volume producing offices.
- Created methods to provide more profits.
- Included fund-raising for the Starting Place in Broward.

McDonald's Restaurants

1983 - 1986

Store Manager

- Rose to store manager in six months. Set a regional record.
- Oversaw entire store operations, from training, food ordering, profitability.
- Opened a new store with the first two-window drive through in the state.
- Became a store trouble shooter for various restaurants in North Miami. Reorganized stores and personnel to increase standards and profits.
- Attended management training in Oakbrook, Illinois.
- Received top award as manager of the year in Dade County (1984).

Computer, Programming and Software Skills

Advanced knowledge of Microsoft Office Software (Excel, Word, PowerPoint, Access, Outlook and Publisher). Ability to create databases in Access.

Advanced user in Adobe Products -- Photoshop, Illustrator, Acrobat, Premier Pro, Encore, and Audition.

Language Skills

Presently tested out to be intermediate level of Spanish. Continuing to study and have desire to be fluent by January 2006.

Education, Training, and Certificates

Miami-Dade Community College: 1975 - 1976 -- General Classes
1982 - 1983 -- Computer Science

Spurgeon Baptist Bible College: 1980 - 1983 -- Completed all Theology Classes

Trinity International University: 1992 - 1995 -- Bachelor of Arts in Psychology

- Formerly Miami Christian College
- Graduated *Magna Cum Laude*
- Nominated by University and placed in the Who's Who in American Colleges and Universities
- Received several scholastic scholarships

Barry University: 1995 - 1997

- Completed first year of Master's program in Social Work.

Rochville University: 2002 - 2004 -- Received Masters in Social Work

Addiction Training Institute: 1992 - 1994

- Completed all necessary classes for Certified Addictions License.
- Interned over 2000 hours at Health Crisis Network for certification.

Ordained -- 1997

- Ordained by New Testament Victory Church.

Have taken seminars and classes in leadership development, accounting, and accounting for non-profits.

Hobbies and Interests

Real Estate Investing and Rentals, Videography, Photography, Music, Travel, Computer Technology, Reading

References

Provided upon request.