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EMPLOYMENT

*October 2020-Present* ***Executive Director*** *Reentry Association of WNY, Inc. (www.rawny.org)*

Rebuilt an organization that had been dormant into a viable, outcome-driven agency focused on creating a unique model of prisoner reentry services in Monroe County.

* Created a new program model, the Reentry One-Stop, to provide coordinated services to anyone returning from incarceration to Monroe County through member and human services agencies
* Collaborated with Roberts Wesleyan College Dept. of Criminal Justice to create a comprehensive report on reentry services in Monroe County, including extensive interview and survey creation and implementation
* Obtained start-up funding from Senator Jeremy Cooney, Assemblymember Harry Bronson, United Way, Career Start LLC
* Created a new Board of Directors drawn from people with hands-on experience in both criminal justice and human services
* Re-branded the organization from SMART (Safer Monroe Area Reentry Team) to the Reentry Association of WNY
* Created new website and content
* Expanded membership
* Garnered support for the proposed model from Mayor Malik Evans, Sheriff Todd Baxter, County Executive Adam Bellow, Deputy County Executive Corinda Crossdale, Mitch Gruber, former Public Defender Tim Donaher, Senator Cooney, Assemblymembers Bronson and Meeks and other stakeholders through extensive meetings
* Responsible for all grant writing, administrative functions, finance and budget

*September 2013 – December 2019*

***Chief Operating Officer*** *and* ***Director of Care Services*** *Delphi Rise (Delphi Drug & Alcohol Council, Inc.)*

Responsible for operation of a behavioral health agency with a budget of $5.2 million and staff of 100. Responsibilities include, but not limited to:

* Strategic planning with CEO and Board
* Grant writing
* Direct supervision of Supported Forensic Housing, Rapid Rehousing, Monroe County Reentry Services an Task Force, Health Homes Care Management
* Program development and implementation
* Staff training
* Creating policies and procedures
* Quality and accreditation
* Creating and monitoring program budgets
* Coordinating with state agencies and funders
* Planning future growth
* Managing all IT and technology resources
* Create and manage databases

*9/2011 – present -* ***Adjunct Professor****Monroe Community College, Human Services Department*

* Teach *Beginning Helping Skills 102* and/or *Working with Clients Post Incarceration*

for students interested in careers in Human Services and Public Safety

* Successfully work with adult students from diverse educational, economic, and ethnic backgrounds
* Develop students’ skills for real-world experiences in social work, behavioral health, and corrections
* Consistently highly-rated by students and department faculty

*7/12 – 8/2013 -* ***Operations Director***

*Career Start, LLC*

Responsible for operations of a community-focused employment and staffing agency, working with targeted populations who have obstacles to competitive employment. Responsibilities included:

* Grant writing and grant management
* Implementing on-line tools to assist in assessing employability and career goals
* Providing classes on work readiness
* Supervising staff

*10/11 – 8/12 -* ***Project Director, Client Specific Planning***

*Center for Community Alternatives*

Project Director for sentencing mitigation program funded by the NYS Office of Probation and Community Alternatives.

* Prepared pre-sentencing and pre-plea memoranda to the Court in felony cases, to encourage the Court to accept a recommendation of a community-based sentence, or to minimize period of incarceration, based on my investigation, interviews, and review of records.
* Worked with public interest attorneys and assigned counsel.

*5/2006 – 5/2011 -* ***Coordinator, Monroe County Reentry Task Force***

*Monroe County Office of Probation and Community Corrections  
Director, Reentry Services, Catholic Family Center,*

Served as Monroe County’s first Reentry Coordinator both at the Monroe County Office of Probation and at Catholic Family Center.

* Acted as Monroe County’s liaison with the Division of Criminal Justice Services on issues of reentry for state and local former prisoners;
* Provided direction for area non-profits seeking to provide reentry services
* Authored Monroe County’s Strategic Plan for Reentry;
* Promoted systemic change in State agencies to better address the needs of men and women in prison and in reentry;
* Created an active community collaborative of more than 40 human service and government agencies in Monroe County, to form a results-based system of reentry for former offenders, focusing on high-risk parolees and those who are being released without supervision;
* From 2006 to 2010, grew Reentry Services in Monroe County from a $100K demonstration grant to a $1.6 million direct service program serving more than 600 returning men and women each year
* Decreased recidivism for clients served from state average of 29% in the first year, to 12%
* Responsible for fundraising and contract management for a variety of state and federal
* Created linkages to access existing services, targeting agencies that meet best-practice standards, using the Transition from Prison to Community Initiative model;
* Provide training on reentry, both in-house and to community agencies
* Negotiated a process with local Department of Human Services to eliminate the required 45-day post-release waiting period to receive needed benefits for housing and treatment; creating a pilot project to conduct required face-to-face interviews via video teleconference;
* Created working relationships with NYS Correctional Facilities to provide on-site services

*1990-2006 -****Program Coordinator/Senior Paralegal****Legal Assistance of WNY (Formerly Monroe County Legal Assistance Corporation)*

* Trained attorneys and advocacy staff in welfare advocacy, reentry of former offenders, immigration issues;
* Managed day-to-day office operations
* Responsible for program’s technical resources, and case management system
* Coordinated with auditors and state and federal agencies
* Provided training to legal services and human services agencies on how to effectively advocate for clients
* Developed self-help materials for clients and professionals on a variety of civil legal topics.
* Represented clients in administrative hearings in the areas of public benefits, Medicaid, SSI, housing; success rate in hearings of 90+%
* Provided advocacy services to protect the rights of the mentally ill, persons re-entering community from incarceration, persons in substance abuse treatment, domestic violence victims, homeless families and individuals, refugees/immigrants, senior citizens and other vulnerable populations

ADDITIONAL ACTIVITIES:

* Advisory Board, Rochester Global Refugee Service, 2022
* NYS Bar Association Task Force on Reentry, 2018
* Member, NYS Bar Association Sub-Committee on Reentry, 2013
* Co-President, Reentry Association of New York, 2006 – 2010
* Board of Directors, Saving Grace Ministries, Grace House, 2011
* Board of Directors, HOPE Initiatives, Rochester, NY
* Member, NYS DCJS Statewide Reentry Steering Committee
* Member, NYS Catholic Conference, Criminal Justice Committee
* Speaker, NYS CAYSA Conference, 2006, 2007; 2010
* Speaker, Catholic Conference of Prison Chaplains, 2011
* Speaker, NYSDOCCS Chaplain’s Conference, September 2011
* Speaker, Monroe County Office of Probation Training Conference, 2007,
* Speaker, Monroe County Conference on Reentry, 2007,
* Speaker, NYS Case Management Conference, 2007; 2009; 2010
* Speaker, Cephas Attica Awards, 2007