

## SUMMARY OF QUALIFICATIONS

- 20 years of experience in child welfare and mental health, with a focus on equity, systems change, and youth advocacy
  - 14 years of nonprofit executive leadership with demonstrated success in organizational growth, strategic planning, and fundraising
  - Dynamic public speaker, trainer, and thought leader with media and conference experience
  - Proven track record of revenue growth, program development, and cross-sector collaboration
  - Recognized for advancing justice-centered practices and leading high-impact initiatives
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## PROFESSIONAL EXPERIENCE

### **Massachusetts CASA Association – *Boston, MA***

**State Director** | *June 2022 – Present*

- Transformed the organization from a volunteer-run nonprofit with \$58K revenue (CY22) to a staffed organization with \$228K revenue (CY23)
- Led the successful launch of CASA of Bristol County (now The Advocacy Bridge), the first new CASA site in Massachusetts in over two decades; secured \$175K in startup funding
- Designed and launched a statewide multimedia equity-focused marketing campaign, reaching 1.5M+ people and doubling volunteer inquiries quarter over quarter
- Secured \$100K+ to expand recruitment and launch a statewide volunteer training program grounded in equity and justice, serving over 700 advocates
- Appointed to key statewide policy and advisory bodies: Court Improvement Program Task Force, Children’s Justice Act Task Force, and the Child Welfare Coalition

### **At The Crossroads – *San Francisco, CA***

**Executive Director** | *May 2019 – May 2022*

- Increased organizational revenue by 54% (from \$1.1M to \$1.7M), while raising staff salaries by 20% and growing reserves by \$1M
- Developed and implemented an [equity-centered compensation strategy](#) and pathways for employee economic mobility
- Partnered with Stanford University to complete the organization’s first-ever client outcomes study
- Launched the high-visibility “[A Great City Would Do Better](#)” marketing campaign, featured in the *San Francisco Chronicle*
- Expanded employee benefits, including wellness funds, dependent care, and commuting reimbursement

**Boston CASA – *Boston, MA*****Founding Executive Director** | *January 2012 – April 2019*

- Grew organization from a one-person operation to a 10-person team; expanded revenue from \$68K (FY12) to \$813K (FY18)
- Spearheaded CASA’s strategic expansion into Middlesex County—Massachusetts’ largest by population—enhancing statewide capacity to serve vulnerable children and families
- Increased the number of active volunteers 4x and boosted the number of children served by 280%
- Served as a core planning team member for Boston’s Youth Homelessness Demonstration Project, helping secure a \$4.9M HUD award to launch targeted solutions for youth homelessness
- Partnered with the Boston Juvenile Court and the Massachusetts Attorney General’s Office to [launch the Older Youth Advocacy Project](#)

**CASA of Santa Cruz County – *Watsonville, CA*****Program Director** | *August 2009 – December 2011*

- Directed volunteer recruitment, training, and supervision for 170+ advocates; increased number of children served annually
- Supervised five staff and led cross-system coordination with child welfare, mental health, and youth services
- Developed a transition age youth (TAY) program for youth in foster care
- Organization named “Nonprofit of the Year” by the Pajaro Valley Chamber of Commerce (2011)

**Family Builders by Adoption – *San Francisco/Oakland, CA*****Team Lead & Permanency Social Worker** | *May 2007 – August 2009*

- Led permanency planning and child-specific family recruitment efforts for youth in foster care, in collaboration with San Francisco’s Department of Children, Youth & Families
- Oversaw and expanded California’s first LGBTQ foster-to-permanency program, increasing access to inclusive, affirming placements for LGBTQ youth
- Recruited, trained, and provided ongoing support to adoptive and foster parents; facilitated peer support groups to strengthen caregiver retention and placement stability

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**ADDITIONAL RECOGNITION & LEADERSHIP**

- *Social Innovator Award*, Social Innovation Forum
  - *Doing Justice Award*, Massachusetts Judges Conference
  - *Catalyst for Change*, Stand Together Foundation
  - Member, San Francisco Mayor’s Alternatives to Policing Steering Committee
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**TEACHING EXPERIENCE**

H311: *Issues of Diversity in Counseling and Advocacy*  
CCP 561: *Counseling Techniques with Families*  
CCP 754: *Multicultural Perspectives*

Harvard University  
Cambridge College  
Cambridge College

EPSY 6788: *Domestic Abuse Counseling*  
EPSY 6752: *Cross-Cultural Counseling*  
EPSY 6026: *Psychopathology in Adulthood*  
HDFS 229: *Adult Development and Aging*  
HDFS 408: *Family Diversity*

California State University- East Bay  
California State University- East Bay  
California State University- East Bay  
Bowling Green State University  
Bowling Green State University

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## PROFESSIONAL PRESENTATIONS (*UNDUPLICATED*)

*Intersectional Professionals: Putting Lived Experience to Work.* EMPATH Disrupting Poverty Conference: Boston, MA (2024).

*Intersectional Professionals: A New Vision for the Human Services Workforce.* American Public Human Services Association Conference: Baltimore, MD (2023).

*What is Preventing Us From Truly Re-envisioning Foster Care?* Re-Envisioning Foster Care National Conference: Boston, MA (2023).

*Community as the Key to Healing.* Re-Envisioning Foster Care National Conference: Boston, MA (2023).

*Achieving Greater Compassion & Justice in the Child Welfare System: An Intergenerational Panel of Foster Care Alumni Speak.* National CASA Annual Conference: St. Louis, MO (2023).

*The Legacy of Foster Care: An Intergenerational Panel of Foster Care Alumni.* The Rudd-REFCA Conference: Amherst, MA (2016).

*The Myth of the Unadoptable Child.* National CASA Annual Conference: New Orleans, LA (2015).

*Reforming the Foster Care System Through Permanency for All Youth.* National CASA Annual Conference: Chicago, IL (2011).

*Advocating for the Needs of LGBTQI Foster Care Youth.* American Association for Marriage and Family Therapy Annual Conference: Sacramento, California (2009).

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## MEDIA HIGHLIGHTS

<https://open.spotify.com/episode/2omevLb43mqSp5WfWgDgnx>  
*A More Expansion Definition of Family*

<https://www.nbcboston.com/news/local/the-politics-of-harmony-montgomery-how-the-system-failed-in-two-states/2806083/>

<https://podcasts.apple.com/us/podcast/s2e2-you-cannot-get-kicked-out-of-our-program/id1606800988?i=1000559558559>

<https://www.bostonglobe.com/2022/12/08/opinion/there-could-have-been-different-path-harmony-montgomery/>

<https://www.bostonglobe.com/2014/02/27/hundreds-kids-may-missing-state-welfare-system/t5qc84Uzd8LWiphMl5ecFP/story.html>

<https://www.bostonglobe.com/opinion/2014/02/16/fresh-eyes-help-foster-children/VXegN9d5XEz13nwJv9wfNM/story.html>

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## **BOARD SERVICE**

Board Secretary of the Network of Intersectional Professionals (NIP). Austin, Texas. (2024-Present).

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## **EDUCATION**

M.A. in Marriage and Family Therapy  
Syracuse University

B.A. in Psychology  
University of Minnesota