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PROFILE

I have excelled in working with community members, coalitions and legislatures. Skilled in building community support, key coalitions and strategic partnerships. Advanced skills include leadership and management, training and development, community relationship building, networking, organizing, and community development and expansion.

EXPERIENCE

Director of Thriving Families Program Community Action Agency Southern NM

April 2018-Present

Designed and implemented the Thriving Families program. A whole family, multi-systemic wrap-around case management program. Working with young mothers with children ages 0-8; partnering with the bridge, workforce connections, New Mexico State University, Dona Ana Community College and Families Youth and Services to reduce family's barriers, trauma, and poverty. Supporting parent/s in receiving higher education and workforce development in STEM fields, children become active in early education, pre-k-12 grade success, and families return to give back to the community by becoming peer mentors. Participated in writing grants for the Thriving Families Program. Received a grant from Kellogg a year after the program was designed and implemented as a pilot.

Met with various sectors in the community to establish partnerships for a multi-systemic program that is family driven. Work in Health Councils and in grass root coalitions in 4 New Mexico Counties (Hidalgo, Grant, Sierra, and Dona Ana) in a leadership role to help plan and implement programs to address poverty, drug use/abuse, mental health, access to care, homelessness, and barriers confronted by people who live in rural and frontier New Mexico.

Health Promotion Program Manager New Mexico, Department of Health

April 2017 - March 2018

Health Promotion Program Manager for the South West Region of New Mexico. Managed health promotion specialists, state and federal grants, city and rural initiatives related to disparities and inequities, monthly and annual reports. Supervised a regional epidemiologist, reviewed NM statistical requests, projects and monthly supervision. Monitored and assisted with contracts, coalitions, and initiative developments, implementation, and evaluation. Maintained and developed partnerships and coalitions with state and local governments, school districts, big business, and nonprofits. Assisted health councils from eight counties (Dona Ana, Grant, Hidalgo Luna, Otero, Sierra, Socorro and Catron) with analyzing state assessments, strategic planning, policy development and implementation, and evaluation. Department of Health liaison for Socorro and Sierra DOH offices. Healthy Kids Coordinator; assessed, planned, implemented, and evaluated Las Cruces initiatives focused on opportunity to increase health and nutrition in policy focused on children.

Adult Service Program Manager Tresco Inc., Las Cruces NM

August 2015 – April 2017

Adult Services Program manager, directing and managing a large scale program in a grass-root not for profit agency. Performing management functions such as, strategic planning, scheduling, organizing, tracking processes, budgets, cost analysis, and ensuring the feasibility of each project. Daily management and operations includes leading and supporting staff (three assistant managers, supervisors, direct staff, nurses, med. support, etc.); community presence and building relations by attending: health and business fairs, legislature, etc. Implementing accountability, efficiency and effectiveness in managing expenses in conducting business of the organization in an ethical manner; continued team building;

continuous education for staff. Managed a program of over 200 employees, one contractor, and 170 clients. Managed six departments (ads, voc, cls, service coordination, SGF and recreational respite, behavioral, Socorro, and aid in nursing and dietician) an estimated \$7 million budget annually. Manage over 124 (DDW and State General funds) client's budgets, and 52 children per staff ratio in respite. Decreased overtime in CLS dept. from \$58,541 in April to \$28,274 in August (phase I) an estimated 40% decrease in overtime. Decreased Medication Errors by implementing a plan holding adult day services department accountable (phase I; phase II CLS).

Built meaningful relationships with consumers, employees, guardians/parents, case managers, and state bureaus by being attentive, transparent, and an active team member (working shifts, working ADS desk, developing activities and sharing calendar with the community, participating in groups, and attending meetings). Established a vision for adult services, consumers, community, and stakeholders to increase a safe and fun atmosphere for consumers and their families. Collaborating with State employees and researching CMS Final Rule to fully understand the CMS final as means of fulfilling policy and increasing effectiveness in program delivery.

Registered Behavioral Technician and Developmental Specialist III,

Aprendamos, Mariposa Autism Service Center, Las Cruces NM

August 2014–August

2015

Registered Behavioral Technician - Applied an evidence based therapy model, ABA, to assist and teach parents and children skills to assure behavioral strategies and cognitive development associated with autism. Conducted ABA therapy at homes, schools, public outings, and medical offices. Worked in social setting with parents and children to enhance social skills. Met with teachers, counselors, social workers, nurses, and family members to discuss IFSP's and implement behavioral plans.

Developmental Specialist III - Assessed and identified developmental needs in children from ages 0-3 years of age, creating IFSP's for therapy and academic support, worked with families and educators to support and educate families. Delays are related to fine motor skills, literacy acquisition, problem solving, and high risk factors such as premature birth, multiple births, and learning disabilities.

Developed plans for helping to encourage and support children in overcoming delays and possible barriers to learning. Monitored progress and developed alternative plans for improvement.

Networked and collaborated with Las Cruces public schools, government agencies, doctors, therapists, and public and private sectors.

Administrative Summer Internship,

Youth Development Inc., Albuquerque, NM

April 2014 - August 2014

Provided agency leadership with direct project management, evaluations, quality assurance, compliance, risk management, research and analytical expertise on special projects. Attended department staff meetings, participated in leadership planning and implementation, trainings and conferences, observing and participating in clinical supervisions. Participated in a quality improvement plan involving VPs, directors, quality improvement director, the State of NM CYFD dept. to strategically determine cultural and linguistic plans for serving the community. Assured that programs were efficient and effective in assimilating public administration theory to actual day to day occurrences, trainings, discussions, and processes. Evaluated performance making decisions on improving performance, compensations, training, promotions, and improving management. Examined all possible procedures to insure quality assurance for consumers as well as cost efficiency for the organization. Reviewed and evaluated Federal, State, and Local funding: contracts, grants, fee for service (Medicaid), and program budgets.

Worked closely with the CEO, Vice-Presidents, and several directors to strategically keep employees motivated; monitoring and disseminating information being a spokesperson for the organization during a State Medicaid audit. Work closely with the CEO, VP's and directors to establish a plan to continue to see

clients, pay employees, as well as maintain operational costs without generating revenue. Decision making included: who would be affected, how lawyers and the PR department would address the public, and whether it was going to be a short or a long-term concern. Led the process ethically and morally initiating and developing strategic alliances with staff, the public, agencies, and politicians.

**Prevention and Education Health Director,
FYI, Las Cruces, NM.**

August 2013 - March 2014

Director of a prevention and intervention department; monitored and evaluated grants for harm reduction, safer choices, boarder aids, tobacco programs. Monitored and reported that programs were meeting their objectives and outcomes according to grants and line-item budgets. Responsible for developing, implementing, and evaluating a safer choices comprehensive sex curriculum for youth in Las Cruces. Pared and lead boarder aids requirements according to grants and FYI standards. Provided presentations to youth in shelter care, schools, and one-on-one regarding prevention strategies and harm reduction. Collaborated and networked with inner-office departments and outside agencies to assure the most and best services for youth in the Las Cruces community.

**Multi-Systemic Therapist/Problem Sexual Therapist,
Family Therapist Family Youth Inc., Las Cruces, NM.**

February 2011 - August 2013

Problem sexual Behavioral and multi-systemic therapy: worked with youth that were diagnosed and charged with sexual crimes, conduct disorders and oppositional defiant disorders (cutting, suicide, running away, truancy, physical and verbal aggression, drug use and abuse). Worked with families (parental coach) to understand where behaviors came from, how to address and reduce/diminish behaviors; helped the identified client to understand, acknowledge, and take responsibility for the inappropriate sexual and inappropriate behaviors. Therapist used structural, systems, solution-focused therapy, psycho-sexual education, boundary and social skill development in the therapeutic process. Established professional relations and alliances with state and local bureaus, public and charter schools, in addition to many differing agencies that provided aid in addressing and decreasing behaviors.

School Counselor,

Van Buren Middle School, Albuq. Public Schools, Albuquerque, NM.

Feb. 2009 - June 2010

Counselor of 600 students located in high multicultural inner city school. Counseled students and provided group educational and vocational guidance services. Diminished negative behaviors such as: gang violence, bullying, and other oppositional behaviors that could not be addressed before I took the position. Developed a secure and safe environment for students and staff.

**Brief-Strategic Therapist,
Youth Development Inc., Albuquerque, NM.**

Aug. 2008 - Feb. 2009

Practiced (BSFT) to prevent, reduce, and/or treat adolescent behaviors such as drug use, conduct disorders, delinquency, sexually risky behavior, aggressive/violent behavior, and association with antisocial peers; improved prosocial behaviors such as school attendance and performance; improve family functioning, including effective parental leadership and management, positive parenting, and parental involvement with the child and his or her peers and school.

**Family Therapy-Intern,
Youth Development Inc., Albuquerque, NM**

Feb. 2007 – Aug. 2008

Co-facilitated and facilitated family therapy using a brief strategic family model. Co-facilitated and facilitated group therapy to homeless youth in an intensive inpatient rehabilitation setting. Worked closely with DSS, CPS, and dual diagnosed youth, self-referred, paroled, and probation.

**Psychosocial Therapy-Intern.,
Transitional Living Services, Albuquerque, NM.**

Aug. 2006 - Feb. 2007

Worked closely with DSS, CPS, dual diagnosis, self-referred, paroled and probation mandated populations. Apply life skill management and interpersonal skills through implementation of theoretical perspectives, teach symptom and anger management, increase creative and expressive abilities while increasing socialization, community and peer supports. Provided individual, group, substance abuse (utilizing motivational interviewing), and family therapy.

**Gang Intervention and Prevention Case Manager,
Youth Development Inc., Albuquerque, NM.**

September 2004 – February 2009

Managed a case load of 50 clients ages 12-21 in a broad range of crisis situations. Offered group and individual service assessing emotional, social developmental, educational, vocational, financial, medical, psychiatric, and legal needs. Made recommendations for agency intervention. Attended family planning meetings and criminal courts. Planned and implemented (prevention and intervention) individual or group sessions to help gain insight in defining goals, personal problems, and plan of action reflecting interest, needs, and abilities. Community outreach, presentations, and public awareness on gang intervention/prevention, STD awareness, drug awareness, life skill building, cultural awareness, and groups providing for prevention and intervention.

**Billing and Finance,
Presbyterian Hospital, Albuquerque, NM.**

August 2000 - April 2003

In charge of all hospital billing for self-pay, indigent funds, and sliding scale. Managed over 100 different clients daily. Helped families find funding sources to help with bills ranging from \$100 to over \$100,000. Worked closely with families, State agencies, Native American jurisdictions, as well as any and all factors that would affect patient billing. Ultimate outcome was to help people receive relief from hospital bills that may have been a burden.

POLITICAL CAMPAIGN WORK

State Senate Candidate, District 31

September 2019-June 3, 2020

County Commissioner, Treasurer

Leah A, County Commissioner, Rio Rancho and Corrales

April 2019 – February 2020

Tracking donations. This includes keeping an accurate tally and collecting information on the donors.

Tracking expenditures. This includes keeping campaign and personal finances completely separate.

Making sure reports are filed on time. Software can help, but the deadlines are on you.

Signing and filing committee financial reports, depositing donations within 10 days.

Approving expenditures. Keeping an eye on donations to make sure they're coming from legitimate people and in legal amounts. Maintaining a record of all receipts and expenditures.

State Senator, Treasurer

Nancy Savage, State Senate District 20

June 2019 – September 2019

Tracking donations. This includes keeping an accurate tally and collecting information on the donors.
Tracking expenditures. This includes keeping campaign and personal finances completely separate.
Making sure reports are filed on time. Software can help, but the deadlines are on you.
Signing and filing committee financial reports. Depositing donations within 10 days, approving expenditures. Keeping an eye on donations to make sure they're coming from legitimate people and in legal amounts. Maintaining a record of all receipts and expenditures.

Campaign Field Organizer

Karen Bash, NM HR District 68

April 2018-Nov 2018

Organize and manage day-to-day campaign planning and launching events, entering and reporting data, and managing social media for a house representative candidate. The backbone of a campaign; managing canvassing, phone banking, and recruitment of volunteers.

CURRENT BOARD AND COALITION AFFILIATION

Active

American Public Health Assoc. Climate, Health & Equity Board	National
American Public Health Assoc. Committee on Social Responsibility	National
New Mexico First Executive Board Member	New Mexico
State Legislative Lead – Moms Demand Action	New Mexico
NM Environmental Public Health Network	New Mexico
Resilience Coalition (Housing Taskforce Lead)	Dona Ana Cnty
Co-Chair LC3 Behavioral Health Coalition (Policy Co-Chair)	Dona Ana Cnty
Pyramid Executive Committee and Health Council	Hidalgo County
Poverty Steering Coalition and Health Council	Grant County
Opioid Partnership and Health Council	Sierra County

Completed

Co-President New Mexico Public Health Association	New Mexico
Paid Family Medical Leave Coalition	Southwest Women's Health Law Center
Sierra Club	Albuquerque
Spirit Ranch Board Member, Las Cruces NM	April 2015 - April 2017
Served as a trusted advisor to the CEO, planning, implementing, evaluating therapeutic programs. Reviewed outcomes and metrics created for evaluating impact, and regularly measuring its performance and effectiveness using established metrics. Approving Spirit Ranch's annual budget, audit reports, and business decisions. Maintaining all legal and fiduciary legal and procedural responsibilities. Contributed in an annual performance evaluation. Partnered with the CEO and other board members to ensure that board resolutions were carried out. Served on committees taking on special assignments. Representative of Spirit Ranch, acting as an ambassador for the organization.	

EDUCATION

New Mexico State University, Las Cruces, NM

Master in Public Administration, August 2010-May 2014

Master in Criminal Justice, August 2010-May 2014

University of Phoenix, Albuquerque, NM

Masters Science of Counseling (MFC), 2007-2009

Master's in Business Administration, 2007-

University of New Mexico, Albuquerque, NM

B.S. Political Science, May 2004

B.S. Sociology, May 2004

Albuquerque Technical Institute, Albuquerque, NM

Liberal Arts Degree, Completed May 2000

CERTIFICATIONS

Emerge Graduate

Developmental Specialist III

Registered Behavioral Technician

IDA Certified

ULAB-MIT Business Development

Emerge New Mexico

State of New Mexico

State of New Mexico

State of New Mexico

MIT University

REFERENCES

Christina Medina

NMSU: Public Administration Department Chair

(720)394-0134

Diana Lopez

YDI: Vice-President

(505) 831-6038

Lynda Moore

YDI: Behavioral Health Director and Prevention and Intervention Quality Assurance Director

(505) 681-3550

Irene Madrigal

Government, Kirtland Air Force Base Therapist

(505) 400-0936