

Dykeman, Gayle B

From: Jon DeCarmine <jdecarmine@gracemarketplace.org>
Sent: Tuesday, February 06, 2018 4:41 PM
To: Dykeman, Gayle B
Cc: Joseph Jackson
Subject: ACCHH Additional information for ITN CMGR-180047-GD
Attachments: 180206_ACCHH Contract Term Performance Measures.pdf; 180206
_ACCHH_Additional_Information.pdf; ACCHH Board of Directors.pdf

Ms. Dykeman,

Attached, please find the additional information requested by the selection committee. This information includes:

- Professional qualifications of ACCHH staff
- ACCHH Proposed Contract Term Performance Measures
- ACCHH Board of Directors membership

Please let me know that you received this e-mail, and feel free to contact me if you have any additional questions.

Best,

Jon

Jon DeCarmine, Director
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ACCHH Proposed Performance Measures: 9-Month Contract Term

Measure	Performance Measure	Benchmark
LBES 1	<p>Shelter: Emergency shelter will be provided every night in accordance with established CoC standards</p> <p>Utilization: Provider will report each month: (1) total number of unduplicated persons provided shelter*, and (2) bed utilization rate*</p>	<p>100%</p> <p>Provider will submit reports monthly</p> <p>Benchmark: 97% Bed Utilization Rate</p> <p>Benchmark: 300 unduplicated persons provided shelter (400 annually)</p>
LBES 2	<p>Outcomes: Provider will report # of shelter residents who exit to a permanent housing placement</p>	<p>Report # of successful housing placements from City/County LBES*</p> <p>Benchmark: 112 (150 annually)</p>
LBES 3	<p>Length of stay: Provider will endeavor to reduce the length of time individuals remain in emergency shelter</p> <p>Report: ART 625 Tab L</p>	<p>Benchmark: ≥ 50% of shelter residents exit from shelter within 30 days</p> <p>Provider will report Length of Stay of shelter residents staying > 30 days</p>
LBES 4	<p>Recidivism: Provider will report % of individuals who exit successfully after April 1 who do not return to homelessness within 6 months</p>	<p>Benchmark: Provider will submit two reports (October 15, 2018 & January 15, 2019)</p> <p>Benchmark: Housing Retention Rate ≥ 80%</p>
LBES 5	<p><i>Bed Use:</i> Ensure that new admissions to shelter* are prioritized for available beds based on priorities established by the CoC.</p>	<p>TBD by the CoC</p>
LBES 6	<p>Residents who become homeless in Alachua County will receive priority placement for available shelter beds.*</p> <p><i>Determination of residency: Alachua County identification or ties to community</i></p>	<p>100% of County residents will be prioritized for available beds*</p>
LBES 7	<p><i>Diversion from Homelessness:</i> Percentage of cases requesting emergency shelter that were diverted.*</p>	<p>≥ 10%.</p>
DAY SVCS 1	<p><i>Meals (reduce hunger):</i> Meals will be provided seven days a week.</p>	<p>Benchmark: Average of ≥ 300 meals per day provided</p> <p>Benchmark: Provider will provide meals to 1800 unduplicated people (2400 annually)</p>
DAY SVCS 2	<p><i>Day Services (Increase access to services by at risk and vulnerable populations):</i> A variety of support services will be provided to at-risk and vulnerable populations including mail, laundry, and showers.</p>	<p>Provider will report total # of services provided (Calculated as total services - total meals)</p> <p>Benchmark: ≥ 3,000 day services provided monthly</p> <p>Provider will report total # of unduplicated people served</p> <p>Benchmark: ≥ 3,000 unduplicated persons (4,000 annually) provided services</p>

** Does not include VA-funded beds*



On a mission to end homelessness in Gainesville and Alachua County!

February 6, 2018

Gayle Dykeman, Senior Buyer
City of Gainesville Procurement Division
via e-mail

Re: ITN CMGR-180047-GD Additional Information Requested

Ms. Dykeman:

Thank you for the opportunity to provide this additional information on the professional qualifications of the staff of the Alachua County Coalition for the Homeless and Hungry. ACCHH has decades of experience administering and operating programs for people without housing in our community, including almost four years of experience operating GRACE Marketplace, a low-barrier emergency shelter and services campus. Since opening in 2014, GRACE has been an unprecedented success for this community.

GRACE has housed more than 400 individuals while maintaining a housing retention rate above 80%. Homelessness has decreased by 35% since GRACE opened, and the number of people literally living on the street has dropped by half. More impressive still, ACCHH staff has operated the GRACE campus for almost four years, serving thousands of the hardest to serve members of the homeless population, with no major incidents or problems.

Collectively, the key leadership positions ACCHH has dedicated to this project have more than 50 years experience developing, managing, and operating programs to serve homeless people in our community. ACCHH employs a highly effective team of trained professionals to operate this project. Staff training is ongoing. The most recent trainings completed by team members include:

Provider	Topic
Lutheran Services of Florida	<ul style="list-style-type: none">- SSI/SSDI Access Outreach and Recovery Certification- Targeted Case Management- Human Trafficking Symposium
OrgCode Consulting	<ul style="list-style-type: none">- VI-SPDAT- SPDAT- Diversion
Florida Housing Coalition	<ul style="list-style-type: none">- Getting Rapid Rehousing Right



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- The Front Door Matters; Emergency & Crisis Housing
 - Bringing Rapid Rehousing to Scale
 - Working with Landlords
 - Trauma-Informed Care
 - Rapidly Rehousing households with Zero Income
- National Alliance to End Homelessness
- Low-Barrier Emergency Shelter
 - The Who, Why, and How of Permanent Supportive Housing
 - How to transition your Emergency shelter to Low-Barrier model
- River Phoenix Center for Peacebuilding
- Conflict De-escalation
- FL Dept. of Children & Families
- Hard of Hearing Services, HIPPA, and Security Awareness
 - Bloodborne pathogens
 - ACCESS Civil Rights training
 - SNAP

Additionally, ACCHH has developed protocols for training all new employees on the core competencies required to provide effective services in a safe environment. These trainings cover a wide range of topics, including Housing First, Motivational Interviewing, Conflict Resolution and De-Escalation, Collaborative Advocacy, and Providing Services in a Trauma-Informed Environment.

Key ACCHH staff have undergone further trainings and certifications, including masters-level Leadership Training by OrgCode Consulting, SSI/SSDI Access Outreach Access & Recovery (SOAR) Certification training, and numerous trainings on best practices for operating a low-barrier emergency shelter as part of a broader community-wide housing crisis response system.

Again, we appreciate the opportunity to share this information with you and members of the selection committee. Please do not hesitate to contact me if you have any additional questions.

A handwritten signature in black ink, appearing to read 'Jon DeCarmine'.

Jon DeCarmine, Director
GRACE Marketplace

JON DECARMINE

923 NW 36th Dr., Gainesville, FL 32609
jdecarmine@gracemarketplace.org
352.792.0800 x106

PROFILE

My skills and experience bring together a sincere desire to end homelessness with a commitment to offer respectful, effective help to the people who need it most. My overarching goal is to spend my time on programs and activities that actually make a difference. I am consistently grateful for the opportunity to serve other people, and will take on challenges with professionalism, accountability, and a sense of humor.

SKILLS AND ABILITIES

- Non-profit Organizational leadership
- Staff training and development
- Budget development and management
- Board/employee relations
- Program development, evaluation, and oversight
- Programmatic and individual needs assessments
- Community organizing and coalition building
- Proposal development; grant writing and administration
- Media, public, and governmental relations
- Questionnaire/survey development, implementation, and administration
- Prioritization and execution of goals and objectives
- Development and tracking of measurable outcomes

PROFESSIONAL EXPERIENCE

Alachua County Coalition for the Homeless & Hungry (ACCHH/GRACE), Gainesville, FL
Director

2017-present

Oversee all programs, services, and personnel for GRACE, including training and program shifts required to fully implement Housing First service delivery. Manage and supervise ACCHH projects including low-barrier shelter programs, Rapid Rehousing, and Permanent Supportive Housing. Oversee achievement of strategic vision and long-term organizational achievements.

Alachua County Coalition for the Homeless & Hungry (ACCHH/GRACE), Gainesville, FL
Operations Director

2014-2017

Oversaw planning and implementation of a One-Stop Homeless Assistance Center, including development and coordination of social and supportive services, shelter programming, facility utilization, and strategic planning.

- Developed and implemented shelter services for a 100-person emergency shelter and one-stop homeless assistance center
- Coordinated programs and services for emergency shelters, day services, kitchen, and general campus operations
- Created and implemented policies and procedures for all program areas, including case management, facilities, safety and security, and other areas related to effective campus management

ACCHH, Gainesville, FL

Executive Director

2008-2010

Responsible for program development and coordination of homeless services among 35 agencies in five North Central Florida counties. Primary responsibilities included grant writing and administration; monitoring, oversight and evaluation of supportive service programs; Continuum of Care assessment and development; streamlining service provision; media, public and governmental relations, and community organizing.

- Secured annual average of \$1 million in state and federal grant awards.
- Fiscal and programmatic oversight of \$500,000 in state and federal grant awards annually, including grants from the Florida Dept. of Children and Families and the U.S. Dept. of Health and Human Services.
- Designed, planned and implemented first-ever point-in-time survey and census of people without housing in Alachua County, providing primary data for funding proposals, community analysis and policy discussions.
- Provided technical assistance as requested by the Florida Coalition for the Homeless and U.S. Dept. of Housing and Urban Development.
- Direct client case management for average caseload of 20-30 homeless individuals and families.
- Florida Legislative Delegate on behalf of Florida Coalition for the Homeless.
- Chaired various subcommittees, including Continuum of Care Development, Point-in-Time Coordination, and Advocacy and Public Relations workgroups.

City of Gainesville/Alachua County Office on Homelessness, Gainesville, FL

Executive Director

2006-2008

Responsible for implementation and oversight of Project GRACE: The Gainesville/Alachua County 10-Year Plan to End Homelessness, including prioritization and execution of Plan goals and objectives, establishment of measurable outcomes, and research and development of new alternatives and resources to implement the Plan. Provided technical assistance to local public and private nonprofit agencies, assisted local municipalities in formulating policies and procedures related to homelessness, and monitored and made recommendations for local, state, and federal legislation impacting homelessness while actively working to maintain a strong grassroots presence throughout the implementation process.

- Secured nearly \$3 million in state & federal funds to expand local homeless housing inventory by 162 beds.
- Coordinated and oversaw local cost study to document the impact of homelessness on public systems and services, and evaluated local responses for efficiency and cost-effectiveness.
- Successfully lobbied to convert local use of state homeless assistance dollars from piecemeal, agency-specific projects to a consolidated proposal in which 100% of available dollars facilitate housing placement.
- Expanded local Homeless Management Information System to cover more than half of local emergency, transitional and supportive housing beds.

Alachua County Housing Authority, Gainesville, FL

Director of Homeless Services

2005-2006

Co-authored Project GRACE: The Gainesville/Alachua County 10-Year Plan to End Homelessness, cited by U.S. Dept. of Housing & Urban Development staff as "a model plan" and among the most progressive in the country. Primary researcher for Housing,

Public Safety, Health & Addictions, Prevention, Faith-Based Initiatives and Supportive Services planning committees to educate and inform 200+ community members on population demographics, service delivery systems and unmet needs.

- Planned, developed, and managed pilot low-demand Winter Shelter for chronically homeless individuals, providing 10,000+ shelter nights over three-month period ending March 2006.
- Analyzed crime statistics and jail "frequent flyer" public records to identify individuals who generated greatest amount of arrest and incarceration costs.
- Assisted with coordination of planning and full implementation of local Homeless Management Information System (HMIS), including oversight, data quality and compliance review.
- Developed and conducted first-ever local cost study to document financial impact of homelessness on public health and criminal justice systems, identifying minimum \$9 million annual cost impact.
- Researched, developed, and administered grant applications for local homeless housing and services, including fiscal and programmatic reports.

Coalition Coordinator

2002-2004

Worked directly with homeless individuals and families to develop individualized service plans and facilitate their transition toward self-sufficiency (average caseload of 30-40 individuals/households). Responsible for developing seven-county inventory of supportive services, coordinating community resources and facilitating networking and partnerships between member agencies. As the agency's first employee, further responsibilities included agency/program development, establishing evaluation/monitoring protocols for program oversight, and development of ranking and review criteria for use in allocating and administering state and federal pass-thru funds.

EDUCATION

University of Florida, Gainesville, FL College of Agriculture and Life Sciences

MS in Family, Youth, & Community Sciences

2013

Project: Course Development: Social Problems, Issues, and Needs

University of Florida, Gainesville, FL College of Journalism & Mass Communication

BS in Journalism; cum laude

2000

CONFERENCE PRESENTATIONS

Florida Association of Counties 2009 Annual Conference

Prevention & Solutions for Homelessness

A featured session of the 2009 FAC conference, this presentation provided elected officials throughout the State with pragmatic, politically feasible solutions to homelessness that engage the community and build political and issue-based support.

FL Supportive Housing Coalition/FL Coalition for the Homeless 2007 Conference

10-Year Plan Development: Cost Studies & Community Support

This workshop detailed the steps needed to enlist and maintain community support throughout the 10-Year Plan development process, particularly through the development of local cost analyses and demonstrations of the cost-effectiveness of ending homelessness using available data and resources.

National Alliance to End Homelessness 2007 Conference

Design for Results: 10-Year Plans to End Homelessness

The workshop covered the development of plans to end homelessness from start to finish: planning, enlisting the right stakeholders, developing a work plan and structuring committees, researching needs and best practices, refining strategies, and maintaining momentum. The session ended with strategies to ensure that plans move from paper to action.

National Alliance to End Homelessness 2007 Conference

One-Stop Homeless Assistance Centers: Avoiding Pitfalls

Facilitated 1.5-hour session on the benefits and risks of developing One-Stop Centers, dealing with NIMBY issues, and necessary elements to make One-Stop Centers part of a successful strategy for ending homelessness.

US Dept. of Health & Human Services 2007 Health Care for the Homeless Conference

Addressing Health Care in 10-Year Plans to End Homelessness

The workshop, based around original research on health service needs and cost impacts of homelessness on public and private health systems, examined strategies to improve homeless health via 10-year plans and create compelling arguments to ensure the inclusion of health care in community plans to end homelessness.

INTERNSHIPS & VOLUNTEER EXPERIENCE

Coordinated Community Response Team, Peaceful Paths Domestic Abuse Network	2005-2009
Gainesville Liberation Orchestra	2004-2016
Homeless Outreach Mobile Effort (HOME) Van	2002, 2004-2006
Field Organizer, AFL-CIO Union Summer	2000
Field Trainer, California Public Interest Research Group	1998
Food Not Bombs	1996-2000; 2007-200

AWARDS & SERVICE

Secretary, CareerSource NCFL Board of Directors	2017
Public Health Champion Award, UF College of Public Health	2016
Good Samaritan Award, Lazarus Restoration Ministries	2014
Families Up Front Winner, FL Dept. of Children & Families	2009
Chair, North Central FL Continuum of Care Resource Development Workgroup	2008
Director, Florida Coalition for the Homeless Board	2008-2010
Community Supporter of the Year, Peaceful Paths Domestic Abuse Network	2006
Outstanding Advocate, Alachua County Coalition for the Homeless	2003
Outstanding Service to the Homeless Community, ACCHH	2003, 2004

TRAINING & CERTIFICATION

Leadership Academy to End Homelessness: Master Class (OrgCode Consulting)
Leadership Academy to End Homelessness (OrgCode Consulting)
Vulnerability Index-Service Prioritization Decision Assistance Tool Administration (OrgCode Consulting)
Service Prioritization Decision Assistance Tool Administration (OrgCode Consulting)
Building an Effective **Diversion** Program (OrgCode Consulting)
Motivational Interviewing (Lutheran Services of Florida)
Trauma-Informed Care (Florida Housing Coalition)
Building Organizational Capacity in Nonprofits Ending Homelessness (FHC)
The Front Door Matters: **Effective Emergency Shelters** (FHC)
Rules and **Safety in Low-Barrier Shelters** that Serve Single Adults (National Alliance to End Homelessness)
Conflict Resolution (River Phoenix Center for Peacebuilding)
Crisis De-escalation (Alachua County Crisis Center)
Crisis De-escalation (Gainesville Police Department)
Case Management Components and Standards (FHC)
Climate Change: **Working in a Trauma Environment** (UF Levin College of Law)
Active Shooter & **Workplace Safety** (Disaster Resistant Communities Group)
Homeless Management Information System (**HMIS**) Training (User and Administrator)
Cultivating Major Gifts
Security Awareness (Dept. of Children & Families)
Working with Individuals with **Substance Abuse and Mental Health Issues** (SAMH)
Bloodborne Pathogens (DCF)
Mental Health First Aid (NAMI/Meridian Behavioral Healthcare)
Service Delivery for the Deaf and Hard of Hearing (DCF)
Sexual Harassment: Training for Management

SHAUNITA J WELLS



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SHAUNITAWELLS

EXPERIENCE

DIRECTOR OF SHELTER SERVICES/GRACE

January 2018-Present

- Plan and Lead staff orientation and training activities
- Hire, train and supervise Advocates, Lead Advocates, Interns, Receptionists and other staff as assigned and ensure staff has tools and resources needed to provide effective, compassionate services

EXPERIENCE CONTINUED

- Establish performance benchmarks and evaluate employee and team performance against the GRACE Vision and agency goals
- Work with the GRACE Director to plan and implement shelter programming and program improvements
- Coordinate and oversee accurate and timely collection of statistical data collection practice, quality and reporting
- Identify projects for grant requests and collaborate on budget for projects
- Handle departmental budget allocations for Direct Service costs and ordering
- Prepare, implement and monitor GRACE campus expectations for consistent services
- Work with the Director of Community Engagement to identify and assess volunteer needs for the Organization
- Other duties as assigned

PROGRAM DIRECTOR/GRACE

September 2015-December 2017

- Plan and Lead staff orientation and training activities
- Hire, train and supervise Advocates, Lead Advocates, and Receptionists.
- Ensure staff has tools and resources needed to provide effective, compassionate services
- Review data as needed to ensure consistent data quality
- Maintain consistent and respectful delivery of Services
- Other duties as assigned

ADVOCATE/GRACE

January 2015- August 2015

- Communicate with guests to elicit information regarding client's/family's medical, employment, economic, educational, barriers to self-sufficiency and emotional history.
- Provide general campus staff coverage, including but not limited to distributing needed items, conducting intakes, managing daily operational needs and providing appropriate crisis intervention and advocacy

EDUCATION

A.A. PSYCHOLOGY/ 2011
Santa Fe College, Gainesville, FL

B.A. BUSINESS MANAGEMENT/2018
Western Governors University, Salt Lake
City, Utah

CERTIFICATIONS

SOAR Trained Processor
Motivational Interviewing
Mental Health First Aid
Bloodborne Pathogens
Sexual Harassment for Management
Safe Lifting
Security Awareness
HIPPA Information and Action
Service Delivery for the Deaf and Hard of
Hearing
Notary

TRAINING

2016 Florida Institute on Homelessness and Supportive
Housing

Building Organizational Capacity in Nonprofits Ending
Homelessness (Florida Housing Coalition)

The Front Door Matters (Florida Housing Coalition)

Trauma Informed Care (Florida Housing Coalition)

Mastermind Leadership Training with Kierra Simmons (Lyfehouse)

Rules and Safety in Low- Barrier Shelter that Serves Single
Adults (NAEH)

Strategic Communications for Leaders, Scholars and
Non-profits Workshop (FRANK)

Mastermind Leadership Training (Kierra Simmons)

Conflict Resolution (The River Phoenix Center for Peacebuilding)

Sequential Intercept Model Training (Meridian, Forensics)

Motivational Interviewing (Lutheran Services)

Forensic Training (Meridian, Forensics)

Climate Change: Working in a Trauma Environment

TRAINING CONTINUED

Human Trafficking Symposium (Lutheran Services)

Case Management Components and Standards Part I: Engagement and Assessment (Florida Housing Coalition)

Domestic Violence (Peaceful Paths)

De-escalation through non-violent communication (River Phoenix Center for Peacebuilding)

How Being Trauma-Informed Improves Criminal Justice System Responses (Meridian, Forensics)

Human Resource Workshop (CNE)

Crisis Intervention (Alachua County Crisis Center)

Workplace Down Active Shooter (Disaster Resistant Communities Group)

JENNIFER MOISES

CASE MANAGER

jmoises@gracemarketplace.org

PROFESSIONAL SUMMARY

Professional case manager with excellent communication skills and 16 years of case management experience in a variety of settings. I have a passion for working with those who are currently homeless, especially individuals living with mental illness. I am motivated and enthusiastic and possess a strong desire to help others improve their quality of life. I specialize in intensive cases requiring ongoing commitment and connection to a wide array of community resources.

SKILL HIGHLIGHTS

- Superior communication skills
- Individualized Case Plans
- Suicide precautions expertise
- Community resources specialist
- Supervisory experience
- Quality management care team member
- Exceptional problem solver
- Outreach programming specialist
- SSI/SSDI Outreach Access & Recovery (SOAR) Specialist

PROFESSIONAL EXPERIENCE

Director of Housing Services, GRACE Marketplace
Gainesville, FL 2017-present

Oversee all GRACE housing programs, including Rapid Rehousing and Permanent Supportive Housing programs. Provides supervision for Case Management and Housing Specialist teams to ensure service delivery in shelter is oriented toward exits to permanent housing. Oversee and provide training on housing plan development, progressive engagement, and other best practices. Maintain a caseload of RRH and PSH tenants to provide case management services to individuals housed through these programs.

JENNIFER MOISES

CASE MANAGER

jmoises@gracemarketplace.org

PROFESSIONAL EXPERIENCE

Case Management Team Lead, GRACE Marketplace
Gainesville, FL 2014-2017

Supervised shelter case management team including training and employee development. Monitored and implemented TANF/RRH programs. Developed and implemented Standards of Care for all programs. Monitored and assessed data quality and performance objectives.

Housing Specialist, Meridian Behavioral Healthcare
Gainesville, FL 2008-2012

Assessed families and individuals for strengths and barriers, including employment, behavioral health, criminal history and substance abuse. Maintained precise, accurate documentation of case management services. Assisted families and individuals in meeting housing goals and identifying appropriate steps toward achieving goals. Provided home-based case management. Cultivate relationships with landlords and property management companies.

Case Manager, Meridian Behavioral Healthcare
Gainesville, FL 2002-2005

Completed comprehensive assessments, developed service plans, linked clients to services and resources, and maintained contact with all agencies providing services. Advocated for the client and promoted community program development to meet client needs. Recorded all activities in appropriate client database.

EDUCATION & TRAINING

- Bachelor of Arts, Sociology, University of Florida, 1999
- Motivational Interviewing
- Best Practices in Supportive Housing
- Overcoming Barriers to Housing
- Landlord Identification & Engagement
- SSI/SSDI Outreach Access & Recovery (SOAR) Specialist
- Low-Barrier Shelters Serving Single Adults

JOSEPH S. JACKSON

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cell (352) 672-1835
e-mail: jjackson@law.ufl.edu

EDUCATION:

- 1979-1982** **University of Florida College of Law**, Gainesville, Florida; J.D. with High Honors. Class Rank: 3 of 250. GPA: 3.7. **Honors:** Order of the Coif; Law Review; Justice James B. Whitfield Constitutional Law Scholarship; Book Awards in Contracts I and Florida Constitutional Law; Ralph R. Bailey Merit Scholarship.
- 1975-1979** **Princeton University**, Princeton, New Jersey; A.B. in Philosophy, Cum Laude. GPA: 3.7. **Honors:** Departmental Honors in Philosophy (Senior Thesis Topic: *The Proper Basis for Law in an Egalitarian Society*).

ACADEMIC EXPERIENCE:

- 2006-present** **Senior Legal Skills Professor**, Fredric G. Levin College of Law, University of Florida, Gainesville, Florida. Courses taught: The Law of Sex; Appellate Advocacy; Legal Research & Writing.
- 1998-2006** **Legal Skills Professor**, Fredric G. Levin College of Law, University of Florida, Gainesville, Florida. Courses taught: The Law of Sex; Legal Logic; Introduction to Equal Protection; Appellate Advocacy; Legal Research & Writing.
- 1997-1998** **Fellow in Mental Health Law**, Institute of Law, Psychiatry & Public Policy, School of Law, University of Virginia, Charlottesville, Virginia.
- 1995-1997** **Legal Skills Professor**, College of Law, University of Florida, Gainesville, Florida. Courses taught: Legal Drafting.

VISITING APPOINTMENTS:

- June-July, 2011** **Scholar in Residence**, Faculty of Law, University of Cape Town, Cape Town, South Africa.
- November 2007** **Visiting Professor**, Center for American Legal Studies, College of Law and Administration, University of Warsaw, Warsaw, Poland. Courses taught: American Constitutional Law.

VISITING APPOINTMENTS (*continued*):

- July, 2006** **Visiting Professor**, UF/UCR Joint Program in Environmental Law, College of Law, University of Costa Rica, San Jose, Costa Rica. Courses taught: Environmental Dispute Resolution.
- July-August, 2002** **Visiting Professor**, Faculty of Law, Stellenbosch University, Stellenbosch, South Africa. Courses taught: Employment Discrimination and Affirmative Action.

PUBLICATIONS:

- Articles: *The Parentless Child's Right to a Permanent Family*, 46 WAKE FOREST L. REV. 1 (2011) (with Lauren G. Fasig).
- Persons of Equal Worth: Romer v. Evans and the Politics of Equal Protection*, 45 UCLA L. REV. 453 (1997).
- Other Publications: Encyclopedia Article, *Defense of Marriage Act (DOMA)*, THE WILEY BLACKWELL ENCYCLOPEDIA OF FAMILY STUDIES (Constance L. Shehan, ed., 2016).
- Essay, *Approaches to Compromise: A Comparative Analysis of the Constitutions of the United States and the Republic of Poland*, 8 WARSAW UNIV. L. REV. 83 (2008).
- Essay, *Sauce for the Goose: Some Thoughts on Gay Sex and Equal Protection*, 48 FLA. L. REV. 473 (1996).
- The National Bicentennial Competition on the Constitution and Bill of Rights: An Opportunity to Foster Civic Education*, 66 FLA. BAR J. 74 (1992).
- Book Review, *Supremely Political: the Role of Ideology and Presidential Management in Unsuccessful Supreme Court Nominations by John Massaro*, 38 FED. BAR NEWS & J. 154 (1991).
- Note, *Interpreting Florida's New Constitutional Right of Privacy*, 33 FLA. L. REV. 565 (1981).
- Amicus Briefs: *State v. Pareto*, District Court of Appeal of Florida, Third District, Case No. 3D14-1816 (2014)

PUBLICATIONS (*continued*):

- Amicus Briefs: *In re D.P.P.*, District Court of Appeal of Florida, Fifth District, Case No. 5D13-1766 (2013)
- D.M.T. v. T.M.H.*, Supreme Court of Florida, Case No. SC12-261 (2012)
- Florida Dep't of Children and Families v. Adoption of X.X.G.*, District Court of Appeal of Florida, Third District, Case No. 3D08-3044 (2008)

PRESENTATIONS:

- Jul. 2016 **"You Contain Multitudes: Finding and Polishing Your Unique Qualities,"** Legal Writing Institute Biennial Conference, Portland, Oregon (with Mary Adkins, Betsy Ruff and Henry Wihnyk)
- Mar. 2016 **"Not So Fast! Crafting Assignments to Address Students' Logical Lapses,"** Rocky Mountain Regional Legal Writing Conference, Tucson, Arizona (with Mary Adkins)
- Jul. 2011 **"The Parentless Child's Right to a Permanent Family,"** University of Cape Town Faculty of Law, Cape Town, South Africa
- Mar. 2011 **"The Parentless Child's Right to a Permanent Family,"** American Psychology-Law Society 4th International Congress, Miami, Florida (with Lauren G. Fasig)
- Jan. 2011 **"The Parentless Child's Right to a Permanent Family,"** AALS Annual Meeting, San Francisco, California (with Lauren G. Fasig) (selected from a call for papers by the AALS Family and Juvenile Law and Law, Medicine and Health Care Sections)
- Nov. 2005 **"Turning the Tide: Effective Legal Techniques for Addressing the Plight of Homeless Children, Youth & Adults,"** Florida Bar CLE Seminar, Orlando, Florida
- Apr. 2004 **"Under Siege: Meeting the Legal Needs of the Homeless,"** Florida Bar CLE Seminar, Orlando, Florida
- Mar. 2003 **"Using Pending Cases to Teach Appellate Advocacy,"** Rocky Mountain Regional Legal Writing Conference, Albuquerque, New Mexico
- Aug. 2002 **"Race-Based Affirmative Action in University Admissions,"** Stellenbosch University Faculty of Law, Stellenbosch, South Africa

PRESENTATIONS (*continued*):

Feb. 1996 **“Legislative Drafting,” National Conference of State Legislative Drafters
Senior Legislative Drafting Seminar, Jacksonville, Florida**

PROFESSIONAL AFFILIATIONS:

The Florida Bar (Member, Appellate Practice Section, Public Interest Law Section; Chair, Public Interest Law Section Committee on Homelessness (2006-2007); Vice-Chair, Public Interest Law Section Committee on Homelessness (2005-2006)

COMMUNITY SERVICE:

2002-present **Member, Alachua County Coalition for the Homeless and Hungry, Inc.**
(Director & Secretary - Treasurer, 2002)

2001-2002 **Chair, City of Gainesville Safe Space Task Force**

2003 **Member, City of Gainesville Downtown Homeless Activities Committee**

AWARDS:

Outstanding Advocate, Alachua County Coalition for the Homeless and Hungry, Inc. (2007)

The Florida Bar President’s Pro Bono Public Service Award (2005)

Outstanding Advocate, Alachua County Coalition for the Homeless and Hungry, Inc. (2004)

Outstanding Advocate, Alachua County Coalition for the Homeless and Hungry, Inc. (2003)

OTHER EXPERIENCE:

1998-1999	Southern Legal Counsel, Inc. Consultant	Gainesville, Florida
1992-1995	Center for Civic Education Principal Staff Writer	Calabasas, California
1982-1992	Private Practice	Florida & Arizona

JOHN THORNBY

8512 Southwest 52 Place, Gainesville, FL 32608 • Cell: 352 246-1036 • john.thornby@itccorp.com

Professional Summary

I am an entrepreneur. I hate "wrongs." I believe that being fair and consistent are keys to success. I believe that everyone is important. No one is too important to "not take the time to stop and listen, with empathy", any person or staff member with a problem.

I believe it is important to recognize staff for their efforts and reward them appropriately.

I believe in following the rules. Honesty.

Skills

- Working with people
- Issue mitigation
- Leadership
- Financial management
- Project Management
- Simplifying complex problems
- Creative outside the box thinking

Work History

Donor and Board member (Board member 1 month), 07/2015 to 08/2017

ACCHH (Grace Marketplace) – Gainesville, FL.

As a past homeless person I understand the hardships of the homeless. I also understand how badly homeless people want to regain the life they had prior to homelessness.

To me and to many other people - homelessness is not a choice. It is a result of unfortunate circumstances.

Grace Marketplace is a solution to homelessness in our community. It is working and through commitment of the city, county and community - it can be a model of success for other cities. Gainesville and Alachua County should be proud of what they have done here. I am proud of my highly appreciated involvement. (Sometimes all it takes is a smile to make someone's day better, which tends to end up making another person's day better.)

Helping the homeless and Hungry is in my heart. Donating is easy. Anyone could do that (I wish more did) so I also try to donate my time and try to benefit Grace Marketplace through my years of experience in accounting and finance, fiscal policy and management and leadership. But cleaning the Café is also something I am happy to do.

As well, help the people working hard at Grace Marketplace through ACCHH to be proud of what they do; enjoy their successes and get past disappointments.

It is a very difficult job where the rewards come from personally acknowledging your successes because few in the community do.

Founder and CEO, 01/2000 to Current

Irvine Technology Corporation – Irvine, CA

Irvine Technology Corporation (ITC) is a \$40,000,000 a year Information Technology firm. My current responsibilities include broad oversight of company direction; ensuring financial integrity and independence; and community outreach and branding.

Most significant achievements during my 17 years leading ITC include:

- Surviving the 2008 financial crisis. Prudent budget management prior to 2008 positioned us well to overcome the loss of key clients; innovative lease and long term liability management saved significantly on a monthly basis; and employing "Staff Buy-in" concept to fiscal conservation helped us survive where others in the industry were not able to.

- Created a family oriented culture. Success is measured by longevity of staff. Approximately 60% of current staff joined ITC prior to 2008. Six staff members have been with ITC over 10 years and two have been with ITC since the year 2000.
- Fought off a hostile takeover by a Fortune 500 Firm. Our proven track record of completing projects on time and under budget made us a target for a 33% shareholder to aggressively seek control and takeover of ITC. They are no longer a shareholder but continue as a client.

Director Of Software Development, 03/1997 to 01/2000

The First American Corporation – Santa Ana , CA.

During my career and in my home life I have always been economically prudent. I understand the need to "manage to the budget." As well, manage to a project plan.

As a result, I have a very good track record of successful projects on or under budget and meeting time and expectations of solving the problems intended by the project.

My significant success at The First American Corporation was creating the first Enterprise wide, "Web based" Title and Escrow system. At the time - this was the largest transaction system on a Microsoft data base platform in the world.

Leadership and fiscal management were key success factors for these and all of my projects throughout my career.

Education

Bachelor of Science: Mathematics, 1979

University of California, Riverside - Riverside, CA

Board of Directors

Alachua County Coalition for the Homeless & Hungry, Inc.

FEIN 43-1960048

Name	Board Position	Occupation	Local Address	Term End Date	Formerly Homeless?
Julia Graddy	Chair	Retired Business Owner	32 SW 42nd St. Gainesville, FL 32607	June 2018	No
John Thornby	Vice-Chair	CEO, Irvine Technology Group	8512 SW 53rd Place Gainesville, FL 32608	June 2019	Yes
Robert Ackerman	Treasurer	Attorney	4818 NW 19th St. Gainesville, FL 32605	June 2018	No
Bryan Eastman	Director	Business Owner	413 NW 3rd Ave. Gainesville, FL 32601	June 2019	No
William O'Dell	Director	Director, Shimberg Center for Affordable Housing	8190 Alderman Rd. Melrose, FL 32666	June 2019	No