

Professional Profile

- 30+ years of progressive experience in Parks and Recreation Management in local government sector.
- Diverse experience in large and medium department environments
- Great communication, organizational and staff development skills

Education

- NCSU, Bachelor of Science in Recreation Resource Administration – **1980**
- NCSU, Graduate Certificate in Teaching, Training, Education Technology – **2015**

Certifications

- EQI 2.0 and 360 Certification – August **2015**
- MBTI Certificate Certification – November **2015**
- Business Coaching Certificate Program – August **2016**
- Associated Certified Coach, International Coach Federation – August **2017**

Professional Experience

University of North Carolina School of Government **Summer 2017**
Instructor for the Effective Supervisors Management Program

- Instructor for Leadership, Motivation and Coaching sessions that involves adult learning facilitation and group interaction.

Smith Management Training and Consulting Services, LLC **Fall 2014**
CEO

- I work with individuals and teams seeking to develop consistent communication strategies, stronger employee commitment and higher performing teams.

Town of Chapel Hill **Summer 2014**
Parks and Recreation Department
Management Consultant

- Hired to work with the Town Manager and Parks and Recreation Director to develop a plan for a department wide re-organization by conducting a staff resource assessment.

Staff Planner **2013 - 2014**
WK Dickson & Co., Inc.
Raleigh, North Carolina

- Hired to develop relationships throughout the state of North Carolina for potential parks and recreation projects and to work with administrators on project management.

PRORAGIS Internship **Summer 2013**
Recreation Resources Service
Raleigh, North Carolina

- Hired to work with municipalities to assist in entering park data to enhance the NRPA national database. Worked with over 20 agencies to help collect data to submit to NRPA.

Director
City of Rocky Mount Parks and Recreation Department **2007 – 2012**
Rocky Mount, North Carolina

- Management of a comprehensive recreation system to provide effective leisure opportunities to a socio-economically diverse population that supported a 9.4-million-dollar budget, 53 full-time staff and 300+ part-time staff.
- Supervision, management and operation of the following divisions: Athletics, Special Events, Recreation Services, Outdoor Recreation, Seniors, Visual and Performing Arts, Children's Museum and Science Center, Sports Complex, Imperial Centre, Cemetery, Parks Maintenance
- Diverse management experience to include a 140,000 sq. ft. arts and science facility, renovated historical movie theatre, large sports complex facility, an amusement park, duck blinds, a city trail system, a 55-mile paddle trail system, cemeteries and several large regional special events.
- Significantly advanced the overall departmental operations to include new technology and consistent business practices.
- \$1.6 million grant funding acquired and increased overall revenue for the department for five consecutive years.

Professional Involvement

- **Schools:** Supervisors' Management School (NCSU/NRPA) 2013 – 2018, Effective Supervisory Management Program (UNC School of Government) – 2017
- **Boards:** NCRPA Board 2012 – 2017 (President 2015, 2016), NCSU Parks, Recreation and Tourism Advisory Board Chair – 2013 – 2016
- **Conferences:** NCRPA Conference 2016 and 2017, Vermont Recreation and Park Association, 2017 NC/SC Joint Conference
- **Universities:** Appalachian State, East Carolina Graduate Class, Elon University and UNCG Graduate Class 2014 - 2017
- **Non-Profit** – Leadership Training Institute with Virginia Recreation and Park Society, YVEDDI Agency, Senior Leadership Symposium – 2016
- **Leadership Presentations** – VA State Park Leadership Team – 2016, Young Professionals Group – City of Raleigh – 2016, Agents of Change – 2017

Presentation Topics

- Practical Leadership, Effective Change Management, Effective Supervisory Practices, Global Trends in Parks and Recreation, Transitioning, Women in Leadership, Emotional Intelligence, Leadership Coaching, Change Management

Agency Engagement (Consulting, Coaching):

- City of Mt. Airy, City of Concord, City of Goldsboro, City of Chapel Hill, City of Clinton, YVEDDI Senior Services Division, Towns of Madison/Mayodan, City of High Point, City of Asheville
- City of Kernersville, City of Raleigh, City of Garner, YVEDDI CSBG Team, Effective Supervisory Management Program – UNC Chapel Hill School of Government – 2017, Recreation Resources Service, Director's Conference,