



Julius Benford was born and raised in the “Mile High City” of Denver, CO. After high school, he attended Bethune-Cookman College (University) where he pursued a degree in education and ultimately completed his Bachelor's Degree in Interdisciplinary Studies from Pfeiffer University ('14). He has called Charlotte home since 2005. Julius spent his career largely working in education. His first job in Charlotte was teaching 3rd and 5th grade at Sugar Creek Charter School. His experience in education helped him to identify his interest in becoming a therapist. After completing his MS in Clinical Mental Health in 2022, Julius works as a Career Counselor for a Non-Profit whose mission is to bridge the economic gap in low income and predominantly minority communities. Julius is passionate about counseling and is versed in adolescents, families, couples, and young adults. His practicing methodologies for counseling are: Cognitive Behavior Therapy (CBT), Narrative Therapy, Mindfulness Counseling and Motivational Interviewing. Julius has the love and unwavering support of his amazing wife and four outstanding children; for that he is forever humbled and grateful.

## **Lisa Stockton Howell Bio**

As a photographer, Lisa Stockton Howell combines a background in social work with photography to document events and create documentary projects using photography. Currently she is committed to supporting the Brookhill Village community through South Tryon Community United Methodist Church as well as outreach through her home church, Myers Park United Methodist. Lisa is assisting Brookhill Community Resource director, Debbie Williams, with preserving the history of Brookhill Village as the neighborhood changes and residents are displaced.

Previously Lisa has worked as a social worker in family homelessness and with hospice. She has an undergraduate degree in history and religion from Duke University and a Master of Social Work degree from Tulane University. Most recently, she received a Certificate in Documentary Studies from the Center for Documentary Studies at Duke in 2019.

Lisa enjoys running, yoga, hiking, traveling, and Duke basketball. She grew up in Charlotte and Asheville and feels most at home in the mountains of western North Carolina.

Freedom School holds a special place in Lisa's heart as she spent many years volunteering with Freedom Schools through her church and is honored to be considered as a member of the Freedom School Partners Board.

# RENIA MCCAULEY

CHARLOTTE, NC 28278

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## PROFESSIONAL SUMMARY

Accomplished and passionate executive with 10+ years of experience in learning and development, project management, improving DEIB practices within the organization, developing progressive programming, and monitoring program metrics to evaluate impact. Accelerated career record of spearheading large scale programming, amplifying inclusiveness, championing strategic goals, and achieving high impact results. An effective transformational leader with proven ability to supervise and lead high-performing teams to ensure a successful achievement of the organization's priorities. Creative planner with competencies in understanding the big picture, envisioning solutions, and executing with ease across the organization, while maintaining credibility and trust, and fostering prosperous environments for change.

## CORE COMPETENCIES

- Diversity, Equity & Inclusion Certified
- Instructional Designer
- Learning & Development
- Project Management
- Cross-Functional Collaboration & Management
- Change Management
- Strategic Planning & Control
- Scrum Master Certified
- Universal Design for Learning
- Skilled at tools like Canva, Canvas, Docebo, Trello, website design, etc...
- Skilled at Facilitating Learning Experiences
- Interpersonal Skills
- Time Management
- Strong Written/Verbal Communication

## PROFESSIONAL EXPERIENCES

The Jed Foundation (JED)

Director of Learning & Development

MAR 2023- PRESENT

- Develops and implements strategic plans for the internal and external learning culture of the organization.
- Spearheaded projects with major partners such as Google, DonorsChoose, NYC Public Schools, State Higher Education Executive Officers Association (SHEEO) and many others to strategically plan programmatic learning experiences.
- Leads a team of Instructional Designers and Mental Health Facilitators in creating and delivering content with various audiences in mind, ensuring that all learning interactions have learning objectives that are aligned to defined behavioral outcomes, and that those experiences build knowledge, skills, and encourage meaningful behavior change.
- Collaborates with executive leadership to develop mental health professional development programs for staff to ensure high-quality competencies in these areas across the organization.

Teach For America North Carolina

Director of Learning & Development

AUG 2022-MAR 2023

- Designed statewide programming that ensured participants not only gain knowledge and skills, but provided them with the opportunity to apply their learning.
- Designed the pre-service leadership development programming for incoming corps members.
- Conceptualized plans and coordinate facilitation of DEI-focused leadership development for our regional staff (both full-time and seasonal).
- Sourced and recommended vendors and other external partners to design, develop, and/or deliver learning solutions where applicable.
- Managed the Learning & Development budget.
- Defined and lead projects focused on continuous improvement.

**Teach For America North Carolina  
Director of Program Design & DEI**

**NOV 2021-AUG 2022**

- Oriented in-service programming with various parts of the corps experience (onboarding through alumni leadership) by liaising with other cross-functional teams.
  - Ascertained vision, parameters, success measures, and workflow for corps member leadership development through the lens of DEI by collaborating with each region across the state.
  - Ensured exceptional corps member experience in North Carolina, focused on year one corps members by overseeing in-service portion of the leadership development program while serving as the primary designer.
  - Developed group, one-on-one and self-guided learning experiences by utilizing high-impact resources and capturing promising opportunities with the national team and partner organizations in North Carolina.
  - Facilitated teachers in becoming strong anti-racist educators by monitoring teachers' most salient challenges.
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**The Trauma Informed Institute  
Interim Chief Operating Officer**

**SEP 2021-FEB 2022**

- Attained optimal outcomes by tracking and amplifying the efficiency of internal and external operational processes.
  - Enhanced and promoted company vision and culture by developing policies.
  - Delivered executive coaching and worked as a buffer for the Chief Executive Officer.
  - Accomplished sales and organizational targets by providing professional development leadership to staff members.
  - Revitalized the personnel by identifying and executing best-in-class tactics and approaches.
  - Enhanced outcomes by assessing company performance and providing strategic plans.
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**Charlotte Mecklenburg Schools  
Instructional Coach/Academic Facilitator**

**AUG 2018- NOV 2021**

- Supported a team of eleven teachers in the social studies department while working as an instructional coach on the Instructional Leadership Team (ILT).
- Delivered progressive one on one and group instructional coaching by providing weekly development for individual teachers.
- Determined and analyzed data metrics to make key decisions.
- Provided monthly professional development for teachers based on common trends that were identified.
- Managed the School Improvement Team (SIT)
- Monitored school-wide targets and documented actions towards completion by leading state required compliance platform.
- Developed highly skilled workforce by onboarding talented candidates, creating and delivering onboarding Canvas (LMS) course for new hires, and providing interactive opportunities to team.
- Accomplished goals by recruiting and interviewing social studies and ELA candidates and opting top-performing individuals.
- Served on the Multi-Tiered System of Supports Team and Co-facilitated Beginning Teacher Support Program.
- Strengthened partnerships with companies and organizations, such as Junior Achievement, Ever-Fi, Elevation Church, Ramsey Education and TIAA Cref.

**Racial Equity & Inclusion Manager**

**AUG 2019- NOV 2021**

- Facilitated monthly professional development opportunities around race and equity.
- Evaluated teachers' biases regarding discipline by conferring with teachers.
- Devised a more detailed and equitable interview process.
- Championed DEI by devising an effective strategic DEI roadmap and serving as the key contributor.
- Recognized all inequitable areas and performed necessary adjustments by challenging the school's policies and practices.

- Coordinated seamless and successful execution of magnet program by developing robust systems and practices.
- Provided the action team leaders with practical strategies and professional development that they could use to empower and equip their team members to complete team objectives.
- Supervised and guided a staff of 95 members, including administration, teachers, and ILT members.
- Built lucrative opportunities for distributive leadership by establishing a strong organizational structure and expanding from a few staff members leading the magnet execution to the entire staff.
- Successfully led our school to earning the prestigious Lighthouse Recognition which legitimized our magnet program.

English Language Arts & Social Studies Teacher  
Charlotte Mecklenburg Schools

DEC 2013- AUG 2018

- Formulated engaging, rigorous and equitable curriculum to drive academic performance.
- Achieved instructional goals by developing first-class agendas and acted as the Professional Learning Community lead.
- Served on the Instructional Leadership Team.

Chief Operational Officer and Co-Founder  
overcomeHER

AUG 2015- JUL 2018

- Created and managed all business systems.
- Designed and managed our email marketing campaigns.
- Managed our ambassador program and trained all team members. Planned networking events that allowed professional women to connect.
- Featured on the news and several online publications.
- Developed a network of over 200+ professional women.
- Curated sold out events that empowered professional and personal development for women.

Executive Assistant  
Jennifer Temps, Inc.

JAN 2012-DEC 2013

- Created the training and onboarding operations for new hires.
- Recruited and hired new employees
- Managed all human resources components for new hires: E-verify, background checks, I-9 form, and following up with references.

## EDUCATION

Certified Scrum Master  
Scrum Alliance

DEC 2022

Diversity, Equity and Inclusion Certificate  
Rutgers University Online

SEP-NOV 2021  
New Jersey

Master of Educational Leadership Degree: GPA 4.0  
Queens University

MAY 2019  
Charlotte, NC

Bachelor of Arts in Middle Grades Education: Cum Laude  
University of North Carolina at Charlotte

DEC 2013  
Charlotte, NC

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## **KEVIN E. MORGAN**

**7007 Old Dairy Lane, Charlotte, North Carolina 28211**

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**704.877.4777**

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### **EDUCATIONAL BACKGROUND**

Queens University of Charlotte  
Master of Arts in Teaching, Elementary Education K-6

Charlotte, North Carolina  
May 2020

University of North Carolina, Charlotte  
B.S. in Business Administration, Concentration in MIS

Charlotte, North Carolina  
May 1994

### **EDUCATIONAL EXPERIENCE**

CHARLOTTE-MECKLENBURG SCHOOLS  
Technology Support Associate & Teacher

Charlotte, North Carolina  
August 2024 – Present

- Provide technical support to all teachers and school staff for computers, promethean smart boards and printing
- Work with CMS technology department to follow all CMS mandated policies and procedures at Ballantyne Elementary with regards to technology
- Provide technology device support to all students
- Lead students in grades 3-5 in learning of basic technology skills, history of computing and coding

CHARLOTTE-MECKLENBURG SCHOOLS  
3<sup>rd</sup> Grade Classroom Teacher

Charlotte, North Carolina  
August 2019 – June 2024

- Manage a safe and supportive classroom of 24 diverse learners at a public, elementary school
- Create lesson plans for daily instruction in literacy, math, science, and social studies based on district provided curriculum and state standards
- Differentiate lessons and instruction to promote student growth and learning and to meet the needs of learners based on readiness and multiple intelligences
- Provide feedback to students in all areas of classroom community and learning and manage quarterly grade reporting as well as interim progress reports
- Promote a class culture focused on respect and empathy by working daily to encourage respect for others and for learning
- Work with grade-level team on a weekly basis to provide strategy and planning for future lessons and instruction

- Lead parent conferences two times per year and communicate with parents on a weekly basis providing classroom updates and other pertinent information – offer additional conferences as needed
- Participate in school-wide leadership program

## **SCHOOL INVOLVEMENT**

- Student-Teacher in 3<sup>rd</sup> grade at Sharon Elementary School, Spring 2019
- Lower School Substitute Teacher at Charlotte Latin School, 2014 - 2019
- Lower School Substitute Teacher at Charlotte Country Day School, 2011 - 2014
- Volunteer at Lower School Welcome Desk and Lower School Library, Charlotte Latin School, 2014 - 2018
- Led 3<sup>rd</sup> Grade Odyssey of the Mind program, Charlotte Latin School, 2014 - 2016
- Lower School Room Parent and Parent Council member, Trevor Day School, New York City, 2010 - 2011
- Coordinated Outdoor Fall Festival at Trevor Day School, New York City, 2010
- Lower School Room Parent and Parent Council member, The Tatnall School, Wilmington, Delaware, 2008 - 2009

## **COMPUTER SKILLS AND EXPERIENCE**

- Experience working with Promethean and SmartBoard classroom presentation systems, document cameras, and other classroom technology devices
- Extensive use and support of Microsoft Office suite, Google Productivity applications, and other educational platforms and learning systems
- Power-user knowledge of Microsoft Windows and Apple Macs, iPads, IOS and MAC OS

## **PROFESSIONAL EXPERIENCE**

**TOSHIBA BUSINESS SOLUTIONS - CAROLINAS**  
Information Technology Manager

Charlotte, North Carolina  
February – December 2005

- Managed IT staff of six that provided connectivity support to customers in North and South Carolina
- Responsible for support of all internal IT functions at six company locations
- Personally performed technical sales functions in support of sales staff for print/copy hardware and document management solutions

**CHEMICAL SPECIALTIES, INC.**  
Information Technology Manager/ Consultant  
Systems Administrator

Harrisburg, North Carolina  
February 1998 – December 2004  
June 1997 – February 1998

- Provided technical support to IT staff and management
- Provided consulting and management services on special projects
- Increased scope of corporate WAN from 2 sites to 6, coordinated connectivity, and configured new routers for all sites, grew network to 15+ servers and 200+ user nodes across 15 sites
- As cost structures and performance evolved, converted corporate network to Netscreen firewall-based, VPN solution with redundancy - added ten remote office sites to network
- Responsible for all telecommunications systems and office automation products
- Managed tasks and development of two IT staff members
- Responsible for administration of network security, email system, internet connectivity and all user support including hardware, operating system software, application software and remote access

**NATIONSBANK CORPORATION**  
Staff Auditor / Project Analyst

Charlotte, North Carolina  
June 1994 – June 1997

- Installed and supported Windows NT servers and workstations across multiple domains and TCP/IP network segments
- Participated in the design and implementation of a project-wide migration process to capture updated code from development and test at various levels including direct responsibility for software distribution to two testing environments with over 60 nodes
- Performed reviews of applications to gain understanding of business use as well as system interfaces, security and access controls, the change control environment and backup and recovery processes





**Nicole Pilo**

**Financial Advisor**

Nicole has been serving clients for over a decade as a part of Consolidated Planning, where a team-based approach fosters innovation and creativity when it comes to solving complex planning problems. Nicole enjoys working with clients who have the conviction that the futures they envision are within their grasp through passion, determination and perseverance. Working together to achieve a custom-fitted financial plan can lead to extraordinary results. Recognizing the importance of each client's individual needs, she specializes in helping individuals achieve optimal financial balance while pursuing their goals and dreams.

In addition to helping her clients achieve their goals, Nicole serves as a mentor to new advisors in her firm and has recently been appointed to the teaching faculty of the Living Balance Sheet, a web-based tool utilized in planning with her clients. She strives to educate and empower clients and advisors from diverse backgrounds to move forward in a way that makes sense for them.

She received her bachelor's degree from Duke University and she has served on the national Alumni Board of her beloved alma mater (her service has just ended, and she has rolled off). In her spare time, Nicole enjoys traveling, reading, and spending time with her husband and their 3 college-aged children. She is also an avid sports fan and March Madness is her favorite time of year.

Registered Representative and Financial Advisor of Park Avenue Securities LLC (PAS). Financial Representative of Guardian.

More information regarding Nicole can be found on LinkedIn: [Nicole Kresge Pilo | LinkedIn](#)

Regarding community service, Nicole served for 2 years as the national treasurer for the Women's National Book Association (the original WNBA) from 2015-2017.

Also, what might be more helpful or applicable to the Freedom School Partners Board is to understand that during her tenure as part of the Duke Charlotte Board (which encompassed years beyond when she was the co-chair), she worked with Duke Engage during the summers and helped with enrichment activities around the city for students. This was how she met Mary Nell McPherson (founding Executive Director of Freedom School Partners). Duke Engage worked with Freedom School Partners, Junior Achievement, Project Lift, Kipp, and the Council for Children's Rights as a part of much of the outreach.