HUMAN RELATIONS COMMISSION
2 year term

Duties of the commission include, but are not limited to: (1) Make policy recommendations to the City Council which promote and improve human relations and advance equity in the City; (2) Support the City's Office of Equity and Inclusion; (3) Provide a forum where residents can raise issues and complaints relating to human relations in the City; (4) Engage the community regarding the utilization of City-funded programs and policies for the promotion of human relations; and (5) Promote and improve human relations and advance equity in the following areas: public safety; educational, art and cultural opportunities; economic development; health and human services; and housing.

Human Relations Commission - (2 year term)

Vacant (Seeking Public Housing resident, if possible)
Was Raynette Waters
Term to expire 6/1/21

TWO YEAR TERMS

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Brandon	**Oliver (Vice-Chair)**	ftgtheone@gmail.com	6/1/22	12/8/20	1	County	B	R	M	East	Owner/Opoerator
Alfred D.	**Green**	knowledgeg01@gmail.com	6/1/22	12/8/20	1	City	B	R	M	Central	NC Peer Support Specialist Sun Rise for Recovery and Wellness
Ivan	**Melchor**	imelchor@unca.edu	6/1/22	8/25/20	1 Unexp.	City	Latino	R	M		Horizon Prog. Youth Mentor YMCA WNC
Will	**Overfelt**	will@firstwnc.org	6/1/22	12/8/20	1	City	W	H	M	West	Behavior Analyst/Professor
Tiffany	**DE'Bellott**	tiffanydebellott@gmail.com	6/1/22	8/25/20 5/22/18	2	City	AA/B		F	West	Case Manager Women's Wellbeing &
Tanya	**Rodriguez (Chair)**	gdiriseup@gmail.com	6/1/23 6/1/21	5/11/21 6/11/19	2 1	City	Latino	R	F	East	Self Cont. Edu. Instructure Massage
Davidson L.	**Jones**	davidson.jones@gmail.com	6/1/22	8/25/20	2	City	AA/B	R	M	North	Retired

TWO YEAR TERMS

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Veronica	**Coit (Melissa Ray)**	veronica.l.coit@gmail.com	6/1/23 6/1/21	5/11/21 12/8/20	1 unexp	City	W	R	F	West	Stylist Veronica Coit at WestSide Shears
DeLores	**Venable**	delo4sure@gmail.com	6/1/23 6/1/21	5/11/21 6/11/19	2 1	City	AA/B	R	F	Central	Medication Aid
Chris	**Winebrenner**	cbrenner70@gmail.com	6/1/22	8/25/20 5/22/18	2	City	W	R	M	North	Comm. Resource Coord. Western NC AIDS Project
Raynette	**Waters**	watersraynetta@bellsouth.net	6/1/21	8/25/20	Unexp	City	B	H	F	South	Owner F&R Waters Enterprise
NOT interested in reappointment											
Susy	**Chandler**	chandler.susy@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	W	H	F	East	Center & Community Relations Mgr Lenoir-Rhyne University
Melanie	**Noyes**	mnoyes1213@gmail.com	6-1-23 6-1-21	1-12-21 1-12-21	1 unexp	City	H	H	F	West	Owner Simply Extract LLC

TWO YEAR TERMS

FName Member	LName Member	Email	TERM EXPIRES	APPOINTED	TERMS	RESIDENT	RACE	HOMEOWNER	SEX	AREA	OCCUPATION
Daniel	**Young**	danieldlyng187@gmail.com	6-1-23	1-12-21	1	City	B	R	M	West	Property Manager
			6-1-21	1-12-21	unexp						FIRC Maintenance & Property Mgmt
Emma Nichole	**Worthy**	emma@worthyworks.com	6-1-23	5-11-21	1	City	W	R	F	West	Owner/Founder Inside Out Salon

HRCA Demographics

Name	Male	Female	AA/ Black	White	Latinx	Multi	Area	LGBT (or advocacy)	Youth (18-25)	Public Housing	Disability (or support)	City	Homeowner
Worthy		X		X			West		X				N
Winebrenner	X			X			North	X			X	X	
VACANT (was Waters)													
Melchor	X				X		West		X			X	
Overfelt	X			X			West	X			X	X	
De'Bellott		X	X				West					X	
Coit		X		X			West	X			X	X	
Oliver	X		X				East						
Alfred D. Green	X		X				Central					X	
Rodriguez		X			X		East					X	
Venable		X	X				Central	X				X	
Jones	X		X				North					X	
Chandler		X		X			East					X	
Noyes		X			X		West					X	
Young	X		X				West					X	

Endeavor to appoint:
6 African Americans
2 Latinx individuals
2 members of the LGBTQ community
2 youth members between the ages of 18 and 25
2 to 3 individuals who live in public housing
2 individuals with a disability
3 individuals who are recognized as community leaders

APPLICANT FName	APPLICANT LName	Email Address	DATE SUBMITTED APPLICATION	RESIDENT	HOMEOWNER/RENTER	RACE	SEX	AREA	OCCUPATION	Both forms submitted	Interested in other boards?	
Bennie Lee	**Miller**	mudface313@charter.net	07-23-20	City	H	B	M	East	Warehouse/Driver/Air Cargo Supervisor VA Medical Center Retired/ Air Force Retired	No		
Alexandra	**DiSclarfani**	awks6584@gmail.com	08-03-20	City	R	W	F	West	Risk Manager Facebook	Yes		
Britni	**Worley**	britniworley@gmail.com	08-07-20	City	R	W	F	North	Talent Acquisition Specialist GPM, Corp. (Subway Restaurants)	Yes		
Ricky	**McGrath**	rimc@mail.com	9/1/2020	City	H	W	M	West	Retired	Yes		
Timothy (Tim)	**Collins**	twc0224@yahoo.com	11-4-20	City	H	W	M	North	Retired	Yes	Civic Center	
Amanda	**Benson-Bremseth**	amandamariebe@gmail.com	04-16-21	City	R	W	F	North	Nutrition Education NC State University Extension	Yes		
Crystal Michelle Reid		msmreid81@gmail.com	05-19-21	City	R	B	F	North	Resident Chair Residents' Council of Asheville Housing Authority	No	5/20-rqstd HRCA form	

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission of Asheville (HRCA)

Your name: Bennie Lee Miller Home Phone #: 828-230-5154

Street address: 48 Wake Robin Way City: Asheville Zip Code: 28805

Mailing address (if different): _____

Employer: VA Medical Center Retired/Air Force Retired

Your position: Warehouse/Driver /Air Cargo Supervisor Office Phone #: _____

Resident of City Asheville County Buncombe Race B * Sex M ✔ F ___ * Age 83 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ____ North _____ South _____ East ✔ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

Model Citys 3Yrs, Eucharistic Visitors at ST. Matthias Church 30 Yrs,Wage& Labor at VA, 5Yrs
Trasurer of Untied Development Committee 3Yrs

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

eSigned via SeamlessDocs.com
Bennie Lee Miller
Key: 67f7721a9f5e6fd32a1f402f0f5678

Signature: _____

Date: 23 July 2020

E-Mail: mudface313@charter.net

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: HUMAN RELATIONS COMMISSION

Your name: Alexandra DiSclafani Home Phone #: 5127747198

Street address: 59 Morningside Dr. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Facebook

Your position: Risk Manager Office Phone #: 5127747198

Resident of City Y County Buncombe Race White * Sex M___ F ✔ * Age 35 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central ____ North ____ South ____ East ____ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: N/A

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a [illegible] were going to hell. While these experiences infor[illegible] I am incredibly fortunate in countless ways. I [illegible] ceived along my way, whether from family, friends o[illegible] called to give back to my community.

See Attached

I served on LGBT committees at work to help raise the profile of queer folks in the local

Alexandra DiSclafani
Signed by sasmarterdocs
Key: dc7f6721e0fe98fd3ea1f6037b0c5018

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 08/03/2020

E-Mail: awks6584@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a small town where I was told that gay people were going to hell. While these experiences inform who I am and my outlook on the world, I am incredibly fortunate in countless ways. Because of this fortune and the help I've received along my way, whether from family, friends or programs that were available to me, I am called to give back to my community. I served on LGBT committees at work to help raise the profile of queer folks in the local community, long before being granted the right to marry by the Supreme Court. I volunteered with after school programs such as the Boys and Girls Club and Reading Partners to help kids improve their reading/homework skills. I have an educational background in psychology as well as work experience implementing programs globally. I'm hopeful that the totality of my experiences, drive, empathy and passion can be utilized to further serve my community by joining this commission.

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Alexandra DiSclafani

Contact email: awks6584@gmail.com

Date submitted application: August 03, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am hesitant to list the specific life experiences that make me eligible to serve on this board. I am a woman living in a sexist society. I am in a field that is notoriously rife with 'bro culture' and punishes those who question the underpinnings of its success. I am a lesbian who came of age in a small town where I was told that gay people were going to hell. While these experiences inform who I am and my outlook on the world, I am incredibly fortunate in countless ways. Because of this fortune and the help I've received along my way, whether from

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission of Asheville

Your name: Britni Worley Home Phone #: 864.483.2341

Street address: 600 Merrimon Ave., 10D City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: GPM, Corp.

Your position: Talent Acquisition Specialist Office Phone #: 828.348.2888

Resident of City Asheville County Buncombe Race White * Sex M___ F_✔_ * Age 35 *

Are you a Homeowner or a Renter? * Renter

Residence location (check one): Central _____ North _✔_ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: None

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

City of Asheville,

As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Po rganizer and lobbyist for Stand for Children. I worke ame Measure 98--a successful and fully funded initia hools to improve Oregon's failing graduation rat ms and career technical education equitably a strong community networks through active listen oving to Asheville I have joined local health-tech con t Acquisition Specialist. I helpe to facilitate our com able to recognize five key areas that we wante g Community" I have been able to create direct y and belonging into the heart of what we do. I kno omote economic development opportunities that w city, but diversify it. I have a passion for people, policy and continuing to build a dynamic workforce in Asheville. I love this city and I want to see it thrive and endure in a time that requires flexibility to change. I hope to be a helpful member

See Attached

Britni Worley

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: August, 7,2020

E-Mail: britniworley@gmail.com

Fax #: 828.348.2888

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

City of Asheville, As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Portland Oregon where I was a community organizer and lobbyist for Stand for Children. I worked on moving IP-65 forward, which later became Measure 98--a successful and fully funded initiative that directed funds to Oregon High Schools to improve Oregon's failing graduation rate as well as fund early college credit programs and career technical education equitably across the state. I have experience building strong community networks through active listening and non-partisan organization. Since moving to Asheville I have joined local health-tech company, GPM, Corp., where I work as a Talent Acquisition Specialist. I helped to facilitate our company wide values initiative in which we were able to recognize five key areas that we wanted to focus on. Through our value "Cultivating Community" I have been able to create direct impact programs to move inclusion, diversity and belonging into the heart of what we do. I know that there is much to do in Asheville to promote economic development opportunities that will not only enrich our city, but diversify it. I have a passion for people, policy and continuing to build a dynamic workforce in Asheville. I love this city and I want to see it thrive and endure in a time that requires flexibility to change. I hope to be a helpful member of our community--even if not chosen to participate on this committee. Thank you for your consideration, and I look forward to working with you. Please find my work history on my LinkedIn: https://www.linkedin.com/in/britniworley/

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Britni Worley

Contact email: britniworley@gmailcom

Date submitted application: August 07, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

City of Asheville,

As a member of the LGBTQ and Human Resources community, living and working in our beautiful city, I want to extend my interest in serving on this committee. Prior to moving to Asheville I lived in Portland Oregon where I was a community organizer and lobbyist for Stand for Children. I worked on moving IP-65 forward, which later became Measure 98--a successful and fully funded initiative that directed funds to Oregon High Schools to improve Oregon's failing graduation rate as well as fund early college credit programs and career technical education equitably across the state. I have experience building strong community networks through active listening and non-partisan organization. Since moving to Asheville I have joined local health-tech company, GPM, Corp., where I work as a Talent Acquisition Specialist. I
helped to facilitate our company wide values initiative in which we were able to recognize five key

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Ricky McGrath Home Phone #: 828-279-2537

Street address: 272 Riverview Dr City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Retired

Your position: Retired Office Phone #: 828-279-2537

Resident of City Yes County Yes Race White * Sex M ✔ F ___ * Age 64 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ___ North ___ South ___ East ___ West ✔

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I was a Human Resources executive for 25+ years and have accumulated extensive experience and knowledge in employee relations; diversity and inclusion; conflict resolution and mediation; and organizational and community development. I have a BA in Psychology and an MA in Industrial Relations from The University of Minnesota. My interest is a function of the power of community development I witnessed during my HR tenure and the skills developed in these engagements. I have lived in Asheville for nearly 28 years so bring extensive knowledge of the community's advantages, challenges and dynamism. I look forward to serving on this commission

See Attached

eSigned via DocuSign

Signature: _____

Date: 9/1/2020

E-Mail: Rimc@mail.com

Fax #: 828-000-0000

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Ricky McGrath
rimc@mail.com
73 Starling Pass
Asheville, NC 28804
828-658-0196
linkedin.com/in/ricky-mcgrath-11295910

SUMMARY

Human Resources Executive with extensive experience leading dynamic consumer packaged goods organizations through rapidly changing and highly competitive environments. Strategic business partner to senior sales, distribution, supply chain and call center operations leadership in the development and execution of an effective human resources strategy that supports the short and long term goals of the organization. Excellent interpersonal, collaborative, communication, and problem solving skills. Areas of expertise include:

- Employee & Labor Relations
- Investigations/Legal Compliance
- Change Management
- Organization & Management Development
- Coaching for Performance
- Compensation Administration
- Talent Recruitment and Selection
- Positive People Relations

PROFESSIONAL EXPERIENCE

PepsiCo, Various Locations **1995-Present**

Director of Human Resources – Winston-Salem, NC (2014-Present)
Directed a team of six direct reports and six indirect reports in the development and execution of the overall Human Resources strategy for the PepsiCo Direct and Pepsi Equipment Services teams within the PepsiCo Foodservice division. Supported all operations consisting of three call center locations (800+people) in North Carolina and North Dakota. Areas of responsibility included talent selection and development, succession planning, compensation, benefits, education/training, legal compliance, and positive employee relations.

- Planned and led major change management initiative resulting in the transition of PepsiCo Direct Call Center Operation to Cognizant Technology Solutions (CTS.) Project metrics included $19MM in capital spending avoidance, $17MM in productivity and 98.5% retention rate for all associates offered roles with CTS.
- Led successful implementation of 'Achieving Change Together' partnership increasing PepsiCo employment opportunities for differently abled citizens in the Greensboro and Winston-Salem, NC and Fargo, ND communities.
- Successfully automated internal and external staffing processes leading to improvement of source to hire of 19 days (internal) and 7 days (external.)
- Developed and promoted 4 HRBP professionals and one Employee Services Manager.

Director *of Human Resources, North America Nutrition (NAN) Sales* (1999 - 2015)
Led Human Resources support for the sales and distribution departments for PepsiCo's North American Nutrition (NAN) Division for the US. Responsibilities included talent recruitment/ selection, compensation, organizational & management development, and employee & labor relations.

- Successfully built national Chilled Direct Store Delivery (DSD) multi-location sales & distribution organization for the Tropicana and Naked Juice brands.
- Led three major restructuring initiatives resulting in $200MM+ in productivity and greater customer alignment.
- Negotiated three Teamster contracts in Metro NY region within executive parameters and without work interruption

Manager of Human Resources – Asheville, NC (1995 - 1999)
Managed Human Resources support for a greenfield Quaker Foods & Snacks factory. Accountable for recruitment, training, benefits, compensation, employee services, safety, wellness, and positive employee relations.

- Designed team structure using High Performance Work Team principles and successfully implemented design for facility start-up
- Led plant closure communication and implementation while meeting all productivity, quality and safety objectives.

Kimberly-Clark Corporation, Various Locations (1987-1995)

Human Resources Manager – Various Locations

Provided Human Resources leadership for manufacturing facilities of 400-700 unionized and non-union employees. Led recruitment, training, management development, compensation & benefits, employee services, and employee & labor relations.

- Successfully negotiated contract including implementation of high performance work teams and skid based compensation.
- Implemented the first Diversity & Inclusion initiative within a KC manufacturing facility.
- Led employee transition of the spin-off of the tobacco papers division as a publicly traded corporation.

EDUCATION

M. A. Industrial Relations
University of Minnesota, Minneapolis, MN
B. A. Psychology
University of Minnesota, Minneapolis, MN

PROFESSIONAL DEVELOPMENT AND TRAINING

Designing Effective Organizations, University of Southern California
Change Management, University of Michigan

PROFESSIONAL MEMBERSHIPS

Society of Human Resources Management
Winston-Salem Chamber of Commerce

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Ricky McGrath

Contact email: Rimc@mail.com

Date submitted application: August 31, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I was a Human Resources executive for 25+ years prior to my retirement in 2017. During that time I was actively engaged in developing and leading teams dedicated to human relations, equal employment opportunity, diversity and inclusion, conflict resolution/mediation and people development. In my final assignment I was specifically recognized for a job preparedness and hiring partnership for individuals with different abilities who may have been underserved. These experiences would contribute greatly to the mission of the Commission.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Timothy W Collins (Tim) Home Phone #: 8284247272

Street address: 3 Bayonne Trail City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: Retired

Your position: Retired Office Phone #: 3478855707

Resident of City Asheville County Buncombe Race White * Sex M ✔ F ___ * Age 61 *

Are you a Homeowner or a Renter? * Homeowner

Residence location (check one): Central ____ North ✔ South ____ East ____ West ____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: NO.

_____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

I am a retired business and non-profit executive and leader, with more than 30 years of combined service at two leading companies, Procter & Gamble and IBM. After retiring from IBM, for 3.5 years I did major gifts fundraising for my collegiate alma mater. After relocating to Asheville, I was Director of Human Resources for almost a year at Kanuga Conferences, Inc. in Hendersonville, NC.

I have traveled to 40 cou[illegible]d in New York City for 13 years. I have been exter[illegible]ifessional by SHRM and HRCI. In my career and [illegible]to and affinity for servant leadership, collaboration, [illegible]g organizations, diversity and inclusion, and techn[illegible]

See Attached

I have always demonstr[illegible] results-oriented, strategic, transparent, self-aware, [illegible]r. I am enthusiastic, forward-thinking, progre[illegible]

At IBM, I was one of ~4[illegible] Out Executives in a company with 400,000+ employees. I was the leader of a global LGBTQ Leadership Development program for ~200 high-potential

Timothy W Collins

Key: 8f7f721467eb814d29a1c602f0b5679

Return to:

Sarah Terwilliger, Deputy City Clerk
Post Office Box 7148
Asheville, N.C. 28802-7148

E-Mail: sterwilliger@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: _____

Date: 11/4/2020

E-Mail: twc0224@yahoo.com

Fax #: 3478855707

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Applicant Name

Timothy W. Collins (Tim)

Contact Email

twc0224@yahoo.com

Date

November 04, 2020

Description

I am a member of the LGBTQ community. My husband, Tom Wolff, and I live in North Asheville with our dog, Bandit the Havanese. I have demonstrated a long commitment to diversity, equity and inclusion. At Procter & Gamble, for 6-7 years, I was the leader of Research & Development Recruiting. My organization hired scientists and engineers for P&G's R&D organization. There was not a single year when we did not exceed our (aggressive) diversity recruiting goals. I started and led innovative programs that delivered visible and invisible diversity to P&G, supporting their belief that diversity is a strength and can help to grow and maintain a successful business. Also at P&G, for 5-6 years, I was the leader of Relocation & Expatriate Services, which included responsibility for P&G's global expatriate population of 4,000+ employees, as well as international and US domestic relocation. I implemented polices and programs to support diversity and inclusion, including paid relocation and compensation support for LGBTQ couples before P&G adopted an LGBT non-discrimination policy. At IBM, I was one of ~40 LGBTQ Out Executives in a company with 400,000+ employees. I was the leader of a global LGBTQ Leadership Developemnt program for ~200 high-potential LGBTQ employees around the world.

Timothy W. Collins "Tim"



http://about.me/collinstw
LinkedIn Profile

I am a retired executive and leader, with more than 30 years of service at two premier companies, Procter & Gamble and IBM. I have traveled to 40 countries, and lived in the UK for three years as an expatriate. I have been certified as a Global Professional in Human Resources (GPHR), and a Senior Certified Professional (SHRM-SCP).

After retiring from IBM, I had an "encore career" working at my alma mater, Transylvania University in Lexington, KY, a private, nationally ranked liberal arts college founded in 1780. As a Regional Advancement Officer, I was responsible for major gifts fundraising, allowing me to live in New York City while traveling to meet alumni and friends of the college.

My final position before retiring in 2019 was Director, Human Resources at Kanuga Camps and Conferences in Hendersonville, an Episcopal Center serving 25,000 guests a year.

In eleven years at IBM, I had a wide variety of HR roles. Positions included: 1) leading HR Talent for IBM's global HR organization of 10,000+ HR professionals; 2) global responsibility for the integration of acquired employees into IBM; 3) leadership for HR aspects of acquisitions and mergers; and 4) global leadership for the delivery of outsourced HR services to clients. I transitioned to IBM via the $400M Procter & Gamble HR outsourcing deal after working for 20 years at P&G. In this transaction, IBM acquired P&G's three HR delivery centers, of which I was the leader of the EMEA service center in Newcastle, UK. My last P&G position was Director, HR Employee Services for Europe, Middle East & Africa. My two decades at P&G also included roles in customer service and logistics, manufacturing, marketing, recruiting, R&D HR, International HR, relocation and expatriate services, and acquisition integration.

While living in NYC, I was a member of the St. Bart's Episcopal Church Vestry, and served as Co-Chair of the Park Avenue Building Centennial Committee, Rector Search Committee, and as Chairman of the Development Committee that raised $3M/year. I chaired the Expatriate Management Committee of the National Foreign Trade Council, and the Board of Directors of the Association for International Practical Training, now known as Cultural Vistas.

I am a 2019 graduate of Leadership Asheville Seniors, a community engagement program offered by the UNC Asheville Osher Lifelong Learning Institute. I am a member of the RiverLink Board of Directors, Leadership Asheville Forum, Asheville Symphony Guild, and the Board of Trustees of the Phi Kappa Tau Foundation, in Oxford, OH.

Originally from Canton, Ohio, I have also lived in Kentucky, New York, and North Carolina. Along with my spouse and UK Civil Partner, Tom Wolff and #BanditTheHavanese, I live in North Asheville. In our Thoms Estate neighborhood, I chair the Safety & Security and Welcome Committees, and serve as editor of the monthly newsletter.

Timothy W. Collins

3 Bayonne Trail Asheville NC 28804 twc0224@yahoo.com Twitter: @collinstw 347.885.5707
Retiree from @Kanuga @Transy @IBM @ProcterGamble Husband ENTJ Servant Leader LGBT
Global Citizen Diversity Early Adopter Curious Asheville Liberal Arts Episcopalian

Summary

Successful professional in business and in educational and religious non-profits. Externally certified, broad business, functional and global experience. Inspirational, charismatic leader of teams, people, and projects.Commitment to and affinity for people, servant leadership, collaboration, effective communication, high-performing teams, and technology to improve work processes. High integrity, problem solver, results-oriented, team builder, strategic, transparent, self-aware, vulnerable, invited public speaker, effective written and verbal communicator, enthusiastic, forward-thinking, progressive, optimistic.

Experience

Nov 2018 – Dec 2019
June 2019 – Dec 2019

Kanuga Conferences, Inc., Hendersonville, North Carolina USA
Human Resources Consultant
On-call support for executive leaders and HR projects as requested.

Nov 2018 – June 2019

Director of Human Resources
Full-scope HR leadership – benefits, payroll, policy, culture, employee relations, recruitment, leadership and employee development, more – for $10M annual budget non-profit affiliated with The Episcopal Church. Nestled on 1,400 mountain acres centered on 30-acre Kanuga Lake, Kanuga is a non-profit that offers a year-round, full-service conference and retreat center, as well as three youth programs providing summer camps and outdoor education.

Feb 2015 – July 2018

Transylvania University, Lexington, Kentucky USA (while living and working in New York, NY)
Director and Regional Advancement Officer
Develop close, productive relationships with a select group of alumni and friends of the University to encourage and solicit major, planned and annual gifts. Advocate for and inspire in others public support for Transylvania, its purpose, and the liberal arts foundation that is essential to developing global citizens and a better world. Founder of Transy LGBT* Alumni Network and Transy Inclusion Alumni Network.

Jan 2004 – Dec 2014
June 2013 – Dec 2014

IBM Corporation, Armonk, New York USA
Director, HR Talent, Development & Resources, Armonk, New York USA
Leader of the Talent function for IBM's global HR organization (10K+ employees). Succession planning, talent pipeline development, and diversity. Leader of WW HR Development and Resources, focused on HR career model, progression, learning and development, global HR campus recruiting, intern and full-time hiring program, and leadership development. Founder and leader of *#SocialHRSuccess*, an award-winning global HR project to accelerate HR adoption of social and change IBM culture to be more open, effective and collaborative.

Aug 2010 – Jun 2013

Director, HR Business Development, New York, New York USA
Leader of IBM HR Business Development team in Canada, Latin America, and the USA, providing HR leadership for deal negotiation, transition and integration support for all IBM deals in the region, including outsourcing, mergers, acquisitions, and divestitures. Led worldwide HR Acquisition Integration team, providing global end-to-end HR integration and transition leadership for all IBM acquisitions.

Sep 2007 – Jul 2010

Global HR Consultant, HR Business Development (M&A), New York, New York USA
Leadership and consulting for HR on IBM global mergers, acquisitions and divestitures. My role included HR due diligence, negotiation of terms and conditions, executive retention, assessment of all HR aspects related to the transaction, including compensation, benefits, equity, change in control, employment contracts and legal aspects of the transaction.

Nov 2006 – Aug 2007	**Delivery Project Executive** New York, New York USA Support IBM client-focused solutions sales teams pursuing HR outsourcing contracts with three different prospective clients
May 2006 – Nov 2006	**Delivery Project Executive – HR Outsourcing for Dana Corp.**, Toledo, Ohio USA Leader of IBM team delivering a broad range of HR services to Dana. Services delivered include HRIS, Payroll, Benefits / Pensions, Data Management, Recruiting, Learning Management, Mobility, HR portal, HR data capture. Led successful effort to complete migration of US HR work to IBM service delivery center. Delivered 100% "green" SLA results.
Jan 2004 – Apr 2006	**Delivery Project Executive – HR Outsourcing for P&G,** Newcastle-upon-Tyne, UK Leader of 340-person team delivering HR Services to Procter & Gamble in Europe, Middle East & Africa. Included responsibility for 240-person EMEA Service Centre in Newcastle and for 100 local HR staff on the ground in 21 countries. Led transition to IBM, met financial targets while achieving very strong service delivery results aligned with contractual requirements.
Sep 1984 – Dec 2003	**The Procter & Gamble Company**, Cincinnati, Ohio USA
Sep 2003 – Dec 2003	***Director – HR Employee Services – Europe, Middle East & Africa (EMEA)*** Newcastle, UK Same as above, except as an employee of Procter & Gamble.
Feb 2002 – Aug 2003	***Associate Director – HR Employee Services Delivery/e-HR,*** GBS Employee Services Leader of the 20-person group responsible for global process ownership and e-HR platforms, including country and expatriate payroll, salary planning, stock option administration, HR content on the web and relocation. HR intranet site included content for 70+ countries, 500+ locations, in 16 languages, with 1MM+ 'hits' per month. Global salary planning web platform managed 60M+ employee salary plans in 80+ countries. Global stock option web platform automated stock option exercise process for 100M+ equity holders.
May 2001 – Jan 2002	***Associate Director – Clairol HR Integration***, GBS Employee Services After P&G acquisition of Clairol business from Bristol-Myers Squibb, I was the global leader of a breakthrough effort to provide HR services to 4,000+ Clairol employees in 30+ countries on the day of close. This included pay, benefits, data, HR web-access for P&G's largest ever acquisition. My work with Bristol-Myers Squibb was recognized with an invitation to speak on "Best Practices in Mergers and Acquisitions" at NFTC International HR symposium.
Jul 1997 – May 2001	***Associate Director – HR Relocation & Expatriate Services,*** GBS Employee Services Global design and process lead for 3,000-employee expatriate program and international and domestic relocation (6,500 moves/yr). Owner of benefits, compensation, tax compliance, immigration, selection, policy development & interpretation, communication, technology. Developed new expatriate website, new workflow manager self-service tool, new delivery model, and led global supplier inquiry delivering improved service and $20M+ cost reduction.
Feb 1996 – Jun 1997	***Senior Manager – HR Global Expatriate Programs***, International HR Designed and implemented new global expatriate policy and compensation package; managed suppliers for tax equalization, tax return preparation and policy; deployed ongoing U.S. benefits for and International Health Care Benefits Plan for more than 4,500 expatriates and dependents; led an effort to simplify internal accounting and cross charge processes.
Jul 1994 – Feb 1996 *Jul 1991 – Jul 1994*	***Senior Manager - U.S. Recruiting-Research & Development***, Human Resources ***Section Head – Research & Development Recruiting***, R&D Human Resources Responsible for all aspects of R&D recruitment for all USA technical center sites; identified US-educated candidates for international subsidiaries. Co-led P&G recruitment technology strategy, including development and deployment of P&G's first corporate recruiting web site.
Sep 1990 – Jul 1991	***Manager - Technician Recruiting***, Research & Development Human Resources Developed a new organization with significant improvements in quality of service to R&D organizations for the recruitment of Research & Product Development Technicians for five Cincinnati area technical centers.

MAR 1987 – SEP 1990

Employment & Recruiting Manager, Corporate Buildings Personnel
Designed and led the recruitment process for research and administrative positions at four technical centers and corporate HQ. Responsible for recruiting publications and internal/external communication. Co-developed corporate HRIS applicant tracking system.

SEP 1986 – MAR 1987

Tide Brand, *Promotion Manager*, Packaged Soap & Detergents Advertising
Responsible for U.S. Tide brand promotion development, execution and budget. Interacted with Brand Manager (later P&G CEO Bob McDonald) Sales, Advertising Manager (later P&G CEO A. G. Lafley), Manufacturing, Finance, Art and other disciplines.

SEP 1984 – AUG 1986

Special Assignment, Cincinnati Plant Liaison Office, Manufacturing Supply Chain
Developmental position in Manufacturing Supply Chain with responsibility for customer service projects, interdisciplinary business teams and personnel supervision/training. Managed supply chain, customer service and distribution for multiple districts and divisions.

EDUCATION

University of North Carolina Asheville, Asheville, NC, Osher Lifelong Learning Institute (OLLI)
Leadership Asheville Seniors graduate, November 2019
Transylvania University, Lexington, KY. Bachelor of Arts in Business Administration
Management, concentrations in Economics and History, May 1981. GPA: 3.41
Activities & Honors: Choir, Student Activities Board, Omicron Delta Kappa Leadership Honorary, Phi Kappa Tau (president), Phi Alpha Theta (history honorary), Transylvania Leadership Award (outstanding graduating senior), Columns all-campus newsletter editor

Global Professional in Human Resources (GPHR), Human Resources Certification Institute
Senior Certified Professional in Human Resources, Society for Human Resource Management

SELECTED WRITING AND MEDIA

#LifeAfterIBM – One Year Later on LinkedIn (Editor's Choice, 137,000+ views, 800 comments and 5,800 likes)
What are the Benefits of, and Results from Diversity & Inclusion Efforts? LinkedIn blog
Diversity and Inclusion: Is Deloitte's Move a Revolution or Evolution? LinkedIn blog
Be Real, Have Fun, Advice from 30 Years in HR LinkedIn blog
Is There An Encore Career in Your Future? LinkedIn blog
"Navigating Retirement as a Same-Sex Couple" Thomson Reuters Retirement Roadmap Series
"Pursuing An Encore Career in Retirement" Thomson Reuters Retirement Roadmap Series

PAST ACTIVITIES

St. Bartholomew's Church, New York, NY – Vestry, Chair Development Committee ($3M/year), Co-Chair Rector Search Committee, Co-Chair Park Avenue Centennial
Founder, Transylvania University LGBT* Alumni Network
Chair, Board of Directors, Association for International Practical Training (Cultural Vistas), 94-98, invited to return to the Board in 2017, declined due to other commitments
IBM Out (LGBT) Executive – one of ~40 worldwide, Chair, Leadership Development for LGBT Talent, created global webcast curriculum for 300 IBM LGBT Top Talent employees
Chair, National Foreign Trade Council Expatriate Management Committee, New York, NY
US Department of Labor Opportunity 2000 Award (P&G outstanding equal opportunity hiring)
Member, Engineering Workforce Commission (a unit of AAES), Washington, DC
Chair, Commission on Professionals in Science and Technology, Washington DC
Executive Advisory Board, Deloitte International Assignment Services
Co-Chair, National Science Foundation Workshop on *"Critical Issues in Science and Engineering Technician Education,"* Washington D.C.
Chair, Greater Cincinnati Urban League Skills Training Center Advisory Board (1988-90)

CURRENT ACTIVITIES

RIverlink, Asheville, NC - Member, Board of Directors, Development Committee
Phi Kappa Tau Foundation, Oxford, OH - Member, Board of Trustees
Leadership Asheville Forum - Member
Asheville Symphony Guild - Member
Thoms Estate, Asheville, NC - Newsletter Editor; chairman, Safety & Security Committee

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Timothy W. Collins (Tim)

Contact email: twc0224@yahoo.com

Date submitted application: November 04, 2020

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

I am a member of the LGBTQ community. My husband, Tom Wolff, and I live in North Asheville with our dog, Bandit the Havanese. I have demonstrated a long commitment to diversity, equity and inclusion.

At Procter & Gamble, for 6-7 years, I was the leader of Research & Development Recruiting. My organization hired scientists and engineers for P&G's R&D organization. There was not a single year when we did not exceed our (aggressive) diversity recruiting goals. I started and led innovative programs that delivered visible and invisible diversity to P&G, supporting their belief that diversity is a strength and can help to grow and maintain a successful business.

Also at P&G, for 5-6 years, I was the leader of Relocation & Expatriate Services, which included responsibility for P&G's global expatriate population of 4,000+ employees, as well as international

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: HUMAN RELATIONS COMMISSION OF ASHEVILLE

Your name: Amanda Benson-Bremseth Home Phone #: 518 788 7880

Street address: 1 Howland Rd City: Asheville Zip Code: 28804

Mailing address (if different): _____

Employer: NC State University Extension

Your position: Nutrition Educator Office Phone #: 000 000 0000

Resident of City Asheville County Buncombe Race W * Gender Identity: (non-trans) woman

Are you a Homeowner or a Renter? * Renter Age: 48

Residence location (check one): Central _____ North ✔ South _____ East _____ West _____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: none. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: eSigned via SeamlessDocs.com Amanda Marie Benson-Bremseth Key: df76721a65c66f6f32ab1f402fcfc3678

Date: April 16 2021

E-Mail: amandamariebe@gmail.com

Fax #: 000-000-0000

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

AMANDA BENSON-BREMSETH

PROFILE

Throughout my career as a teacher, and during my time as a health educator and coach in several job settings, I have coordinated and lead workshops and events attended by people of all ages. I have utilized extensive budgets and also successfully run events with very little resources. My passion is in promoting healthy lifestyle changes - especially to populations at risk. Additionally, I excel in organization, communication and truly love making all aspects of a job neat and beautiful.

WORK EXPERIENCE

NUTRITION EDUCATOR ,CLEMSON UNIVERSITY ALLENDALE & LEXINGTON, SC 2015-2018
- Taught Eat Smart, Move More curriculum to under-served families.
- Planned and executed cooking and educational demonstrations.
- Provided certifications for participants in healthy eating, food safety and clean home curriculums.

NUTRITIONIST, HARVEST HOPE FOOD BANK; COLUMBIA, SC – 2014-2015
- Provided healthy eating guidance for food pantry clients receiving donations.
- Planned and executed cooking and educational demonstrations throughout the state.
- Presented current nutrition information in an accessible format for a diverse population.

HEALTHY EATING EDUCATOR, WHOLE FOODS MARKET; COLUMBIA, SC – 2012-2015
- Educated employees and customers on Whole Foods' core value on healthy eating.
- Planned and executed in-store and community health-focused events.
- Built relationships that resulted in healthy lifestyle changes.
- Executed dynamic and engaging cooking demonstrations specific to healthy eating.

CONCEPT DEVELOPMENT AND BAKER, JUST RIPE; KNOXVILLE, TN – 2011-2012
- Served on a committee for developing a worker-owned cooperative.
- Offered outstanding customer service and ongoing employee training.
- Baked store fare from scratch using local and organic ingredients.

FOSTER HOME ASSESSOR, FLORENCE CRITTENTON AGENCY; KNOXVILLE, TN – 2008-2009
- Performed home studies, inspections, and interviews for prospective foster parents.
- Provided education and guidance for families planning to adopt.
- Submitted extensive reports on applicants.

TEACHER / ADMINISTRATOR, GARDEN MONTESSORI; KNOXVILLE, TN – 2001-2011
- Educated children at various grade levels (K-8) using the Montessori method.
- Built relationships with families, executed curriculum and managed classroom.
- Attended Montessori training for lower grade levels via both AMI and AMA methodologies.

1 Howland Rd Apt B | Asheville, NC 28804 | 518-788-7880 | amandamariebe@gmail.com

AMANDA BENSON-BREMSETH

EDUCATION

- UNIVERSITY OF TENNESSEE – HONORS DEGREE, BA IN HUMANE EDUCATION, 2004.
- EAT SMART MOVE MORE SC – LOCAL FOOD CULTURE CERTIFICATION, 2014.
- BOARD MEMBER OF THREE RIVERS FOOD CO-OP, 2009-2010.
- HEALTHY TEACHER TRAINING-WHOLE KIDS FOUNDATION, 2014-2015.
- TOTAL HEALTH IMMERSION- 7 DAY PLANT-BASED SEMINAR DR. SCOTT STOLL 2014.
- MEDIA COVERAGE FOR HEALTH PROMOTIONS- LOCAL RADIO AND SCHOOL DISTRICT TV.
- HUMANE EDUCATION WORKSHOP-INSTITUTE FOR HUMANE EDUCATION CAMBRIDGE COLLEGE, 2008.

SKILLS

- 10+ YEARS EXPERIENCE IN NATURAL FOODS - BUYER AND DEPARTMENT MANAGER.
- 4+ YEARS OF PROFESSIONAL COOKING DEMONSTRATION EXPERIENCE.
- STRONG INTERPERSONAL COMMUNICATION SKILLS.
- HIGHLY ORGANIZED AND RESULTS ORIENTED.
- DEVELOPED STREAM-LINED WHOLE FOODS, PLANT-BASED GROCERY STORE TOURS.
- COMMUNITY NUTRITION CONSULTANT.
- DEVELOPED AND LED DIETARY LIFESTYLE CHANGE 28-DAY CHALLENGE WITH SUCCESSFUL OUTCOMES.

1 Howland Rd Apt B | Asheville, NC 28804 | 518-788-7880 | amandamariebe@gmail.com

HUMAN RELATIONS COMMISSION APPLICATION FORM

THIS FORM MUST BE FILLED OUT ENTIRELY AND SUBMITTED WITH YOUR APPLICATION IN ORDER TO BE CONSIDERED FOR A HUMAN RELATIONS COMMISSION APPOINTMENT

Applicant Name: Amanda Benson-Bremseth

Contact email: amandamariebe@gmail.com

Date submitted application: April 16, 2021

The HRCA will be composed of fifteen members, which should reflect the groups of individuals that the human relations program is intended to protect.

Because City Council will endeavor to appoint **city residents** meeting the following criteria, please list and further describe, as desired, any that may apply to you:

- 6 African Americans
- 2 Latinx individuals
- 2 members of the LGBTQ community
- 2 youth members between the ages of 18 and 25
- 2 to 3 individuals who live in public housing
- 2 individuals with a disability
- 3 individuals who are recognized as community leaders

Please indicate any of the above qualifications and describe any experience, knowledge and/or skills with equity, or any other factors that support your interest in serving on the Human Relations Commission of Asheville:

My college degree is in Humane Education which emphasizes the intersection of human, animal and environmental rights and welfare.

City of Asheville

BOARDS & COMMISSIONS

Application Form

Applicants are strongly urged to attend several meetings of a board prior to applying

Name of board or commission: Human Relations Commission

Your name: Crystal Michelle Reid Home Phone #: 8284233496

Street address: 86 Klondyke Ave Apt.A City: Asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Residents' Council of Asheville Housing Authority

Your position: Resident Chair Office Phone #: 8287745774

Resident of City Asheville County Buncombe Race Black * Gender Identity: (non-trans) woman

Are you a Homeowner or a Renter? * Renter Age: 39

Residence location (check one): Central ____ North ✓ South ____ East ____ West ____

Are you aware of any potential conflicts of interest that may arise during your service on this board (i.e., property interest, business interest, etc.)? If so, please explain: No. _____. Potential conflicts of interest do not preclude appointments.

Please indicate the area(s) of expertise that you can bring to the above board(s), and then in detail list education, experience, reasons for your interest, and other factors that support your interest in serving **Applicants are encouraged to provide a cover letter and/or a brief resume. Please use additional sheets if necessary.**

As a local resident as well as a current board member of the Resident's Council of Asheville Housing Authority (Sgt. at Arms) I feel confident that I will be able to give transparent and adequate communication on questions, concerns, or other events that need be addressed from a resident stand point. I have strong communications skills, I love the community engagement that I have with most all residents that currently reside in housing authority and the communities in which they are located in. I am very interested in helping shape the future of our quality of living throughout the city of Asheville. I am a dedicated liaison for residents who have complications or questions/concerns pertaining to housing needs or everyday living matters. Currently focused on the living arrangements of most affected by poverty or circumstances that lead to such like environmental safety, social trauma, drug abuse, education, and equality. It would be a honor to help in any way to help conform the future for all residents in our area.

Return to:

City Clerk's Office
PO Box 7148
Asheville, NC 28802-7148

Email: boards@ashevillenc.gov
Telephone: 259-5839
Fax #: 259-5499

Signature: Crystal M. Reid

Date: 05/19/2021

E-Mail: msmreid81@gmail.com

Fax #: _____

* This information is requested for the sole purpose of assuring that a cross section of the community is appointed.

Crystal Reid

86A Klondyke Ave., Asheville, NC 28801 ◆ H: (828) 417-7561 ◆ C: 8284233496 ◆ msmreid81@gmail.com

Professional Summary

Talented Community Liaison skilled in promoting community resources and skilled initiatives through public speaking events and presentations. Offering 20+ years of community involvement in urban areas lived in Asheville N.C. including some short term in Southern California. Including knowledge of community resource facilities and social programs to enhance highly effective teams. Service-oriented Volunteer Coordinator driven to support community engaged organizations with strengths in hiring, recruitment and placement. Experienced in planning operations to meet changing seasonal demands and account for natural turnover. Prepared to leverage experience and strengths to take on dynamic position with long-term potential. Driven community liaison exhibiting strength in innovative thinking and advanced problem solving. Progressive experience managing a variety of social service programs, as well as recruitment, hiring and talent development. Community Service Specialist successful at offering community support services to adults with developmental and intellectual disabilities.

Skills

- Safety knowledge
- Residential construction
- Subcontractor oversight
- Project estimation and bidding
- New construction and renovation
- Safety and compliance
- Budgeting
- Staff management
- Heavy equipment operation
- Project management
- Program promotion
- Community relations
- Event planning
- Program development
- Client needs assessments
- Interviewing skills

Work History

Contractor, 04/2016 to Current

Residents Council Of Asheville Housing Authority I – Asheville, United States

- Assessed 10 project plans, spoke with clients or designers and visited job site to better understand project scope and client desires.
- Hired and oversaw subcontractors covering various debris and waste removal.
- Led weekly production and operations contractor meetings, facilitating stronger communication and

helping to resolve critical issues.

- Performed regular job site observations to provide direction for all general contractor personnel.
- Reduced process downtime by restructuring ongoing projects, ensuring quality and compliance.
- Determined project schedule, including sequencing all construction activities for optimal efficiency.

Executive Board Member, 04/2015 to Current
Residents Council Of Asheville Housing Authority I – Asheville, United States

- Developed community engaged campaigns and used results to communicate organizational value and generate promotional web content.
- Oversaw business-wide changes to modernize procedures and organization.
- Built and strengthened productive and valuable industry partnerships to drive collaboration, engagement and revenue stream development.

Communications Officer, 02/2014 to Current
Residents Council Of Asheville Housing Authority – Asheville, United States

- Worked closely with clients to identify needs and challenges and provide solution-oriented campaign themes.
- Oversaw and adhered to communications department budget.
- Wrote average of 20 press releases and media advisory's each year for event announcements and public relations efforts.
- Worked with communications team to drive internal promotion of company programs, initiatives, guiding principles and mission.
- Traveled nationally and internationally to meet with customers and deliver clear company messages.
- Wrote and distributed Q&A for all executives to use in face of community crisis.

Customer Service Representative, 06/1999 to 09/2009
Ingles Markets – Asheville, NC

- Responded to customer requests for products, services and company information.
- Answered constant flow of customer calls.
- Communicated with vendors regarding back order availability, future inventory and special orders.
- Liaised with customers, management and sales team to better understand customer needs and recommend appropriate solutions.
- Eliminated discrepancies in finances by expertly documenting expenses, monitoring income, handling bank deposits and managing statements.
- Monitored, verified and approved invoices and reviewed balances using financial software to assess balance sheet for variances.
- Applied proper codes to invoices, files and receipts to keep records organized and easily searchable.

- Entered financial data into company accounting database for verification and reconciliation, maintaining accurate and current accounts at all times.

Education

Associate of Applied Science: Paralegal Law

Centura College - Alexandria - Alexandria, VA

- Member of Future Business Leaders of America.

Accomplishments

Received volunteer of the year through the city of Asheville (1999-2000).