CITIZENS-POLICE ADVISORY COMMITTEE
3 year term

There are two vacancies; one to represent the western part of Asheville and one to represent the east.
The responsibilities of the Committee include serving as liaison between the police and community over concern; to mediate problems or conflicts; to serve as an advocate for programs, ideas, and methods to improve the relationship between the police and the community; and to disseminate information to the community and to the government officials in Asheville.

Citizens-Police Advisory Committee - (3 year term)
***We have not heard back if one member is interested in reappointment.**

Michael L. Hayes (West representative) -Eligible for reappointment*
Has served one term
Term to expire 06-30-21

Karl Katterjohn (East representative) -Eligible and interested
Has served one term
Term to expire 06-30-21

MEMBER FName	MEMBER LName	Email	Term Exp	Date Apptd	#Terms	Race	Homeowner	Sex	Area	Employment
Blake (North)	**Marcus**	marcusblake06@gmail.com	06-30-23	07-24-18	1	W	Y	M	North	Assoc. Attorney Minick Law Firm
Barbara (Central)	**Wright**	bjhwright@gmail.com.	06-30-23	09-22-20	1	W	Y	F	Central	Sr Advisor/VA Office of Inspector General
Michael L. (West)	**Hayes**	michaelLhayes50@gmail.com	06-30-21	06-19-18	1	AA/B	Y	M	West	Ready to Work Case Mngr Green Opportunities
Karl (East)	**Katterjohn**	kr3kat@gmail.com	06-30-21	06-19-18	1	W	Y	M	East	
Damita Jo (South)	**Wilder**	redeemedDJW@yahoo.com	06-30-23	09-22-20	1	B	N	F	South	Retired Pastor, Member of IMA
Jeremy (At-large)	**Spielman**	jeremy@paideia.org	06-30-22	08-27-19	Unexp.	W	Y	M	West	Assistant Director National Paideia Center
Michael (At-large)	**Beech**	mandjbeech@icloud.com	06-30-22	09-22-20	1	W	Y	M	East	Knife Sharpener/ Vol Fly Fishing
Robert	**Hooper**	rhooper@haca.org	06-30-24	06-08-21	1	B	Y	M	HACA	Housing Authority Co-Director of Property
(HACA Rep)			06-30-21	05-14-19	Unex.					Management
Sandy (HACA Resident Rep)	**Aldridge**	sandykallamaldridge33@gmail.com	06-30-22	04-09-19	1	W	N	F	South	Student

Ex-Officio - Non-Voting Members

Chief of Police or his/her designee
PO Box 7148
Asheville, NC 28802

Councilmember Kim Roney
must be Council Member
kimroney@avlcouncil.com

Member of the APD designated
by the Chief of Police
Asheville Police Department
PO Box 7148
Asheville, NC 28802

President of Student Body
AC Reynolds High School 5-1-13 - 5-1-14
Asheville High School 5-1-14 - 5-1-15
Roberson High School 5-1-15 - 5-1-16

Chair: Blake Marcus

CITIZENS/POLICE ADVISORY COMMITTEE

Name	Male	Female	Black	White	Other	North	East	South	West	Central	City	Homeowner
Marcus	X			X		X					X	Y
Wright		X		X						X	X	Y
Hayes	X		X						X		X	Y
Katterjohn	X			X			X				X	Y
Spielman	X			X					X		X	Y
Hooper (HACA Staff seat)	X		X								X	Y
Aldridge		X		X				X			X	N
Wilder		X	X					X			X	N
Beech	X			X			X				X	Y

Citizens/Police Advisory Committee - Resource List

APPLICANT FName	APPLICANT LName	Email	DATE SUBMITTED APPLICATION	RESIDENT	RACE	SEX	AREA	Home owner	OCCUPATION	Interested in Other Bds
Mary	**Ammerman**	mammerman@ian-asheville.com	07-12-20 07-09-21	City	W	F	West	Y	Vice President Institute for Applied Neuroscience	
Tim	**Kelley**	wadahstar2@yahoo.com	08-29-20	City	W	M	West	N	Office Manager Sate Farm Insurance	
Mary Clarissa	**Marshall**	MaryClarissaMarshall@gmail.com	05-26-21	City	W	F	East	Y	Realtor affiliated with eXp Realty LLC Self-employed/business owner	
Kelly	**Stamey**	kellymstamey@gmail.com	05-28-21	City	W	F	Central	Y	Executive Director Beacon Transitions	

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: Citizen-Police Advisory Committee

Your name: Tim Kelley Home Phone #: 828-777-1514

Street address: 52 Starmount Dr City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Diane Bauknight, State Farm Insurance

Your position: Office Manager Office Phone #: 828-687-1130

Resident of City Asheville County Buncombe Race caucasian * Sex M ✔ F ___ * Age 51 *

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: 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.**

will be completely honest from the start. I don't necessarily have what would be considered expertise in this area. I am someone who has a willing heart to do work to promote unity and healing between the police and the citizens, and an ability to listen and try to find common ground. This is what led me to apply for the city council vacancy last month, and has led me to apply to this committee. It is about time I get actively involved on behalf of my community.

What I do bring is a history of being put into leadership positions in just about everything I have done, from being Office Manager at the office where I work, to being named District Deputy for four years in my volunteer work with the Knights of Columbus, and my current role as Advisory Board Chairman for the Asheville office of Catholic Charities Diocese of Charlotte. In my role with the Knights of Columbus, I was instrumental at bringing in members of the Latinx community and helping them advance to leadership roles. I have been put into these roles because of my ability to work well with people of all beliefs and points of view, treat all with respect and dignity, and show through example that what is important to them is important to me.

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
Timothy G. Kelley
Key: df7672...

Signature: _____

Date: 08/29/2020

E-Mail: wodahstar2@yahoo.com

Fax #: _____

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

TIMOTHY G. (TIM) KELLEY

52 Starmount Dr.
Asheville, NC 28806
828-777-1514
wodahstar2@yahoo.com

Experience:

June 1999-Present

Diane Bauknight State Farm – Office Manager

Originally hired as a sales person before being promoted several years ago. Tasks include supervising employees in a busy insurance office with over three thousand customers; assisting in hiring and training employees; problem solving involving payment plan accounts, including assisting co-workers with their problems; understanding and explaining insurance coverages; assisting with office marketing strategies; programming our LED sign to maximize marketing efforts; researching marketing opportunities and providing my recommendations to employer; quoting insurance premiums; completing insurance applications; office tasks, including constant daily use of Microsoft Word, Excel, and Outlook; typing at 83 WPM; faxing/copying/scanning with a multi-function device; memorization of ever-changing procedures; taking homeowners insurance claims and providing advice; composing and proofreading letters; keeping up with software updates and assisting co-workers with same; soft sales including some telemarketing; certified to teach licensing classes for life insurance.

July 2004-Present

St. Joan of Arc Church – Faith Formation Coordinator

Coordinator of the bilingual Faith Formation program; meeting with and supervising a group of volunteer catechists; working independently with no set schedule (aside from the monthly meeting and Wednesday evening classes); providing email updates to pastor; meeting with parish Faith Formation Commission; providing announcements at Masses and in the church bulletin promoting the program; communicating with parents of children in program; returning all emails and phone messages within a 24-hour period, sooner if urgent; composing weekly pages for our church bulletin using Microsoft Word, Microsoft Publisher, and clip art; using Microsoft Excel to maintain a roster of children and families' contact information; calendaring classes and events throughout the year; preparing, with the Faith Formation Commission, an annual budget, an annual fundraiser, and the Faith Formation portion of the Parish Pastoral Plan; reviewing catechetical materials; helping to prepare Sacramental liturgies; serving as catechist when needed; making Mass announcements to the congregation as needed.

2006-Present

Notary Public – Buncombe County, North Carolina

Prior employment history available on request.

Skills:

Microsoft Windows (all versions since 3.1); Microsoft Office (all versions since '97); social media including but not limited to Facebook and Twitter; Microsoft Internet Explorer (all versions since 3); Microsoft Edge; Google Chrome; Safari; 83 wpm typing speed; public speaking; providing entertainment, including theatre and disc jockey services; above average math and spelling skills.

Education:

Felician College (now University) – Lodi, NJ
MA, Religious Education, 4-year online Masters program – class of 2012

University of North Carolina at Asheville – Asheville, NC
BA, Drama, cum laude with distinction as a university scholar – class of 1994

Manchester Community College – Manchester, CT
AS, Theatre, 3.7 GPA on a 4 point scale – class of 1989

Connecticut School of Broadcasting – Farmington, CT
Graduate of high school broadcasting class – class of 1986

East Catholic High School – Manchester, CT
Graduate – class of 1986, class rank 36 of 291

Knights of Columbus:

Recruiting Chair for Western North Carolina (2013-2015, 2019-present)
District Deputy (2015-2019)
Helped to develop two new councils
Member since 2008

Volunteer Work:

Impact Text Team Member and Social Media Team, 2020 Coalition Sacramento (July 2020 – present)
Chairman, Advisory Board, Catholic Charities Diocese of Charlotte (2019-present; member since 2015)
Wish Granter/Wish Enhancer, Make-A-Wish Foundation (2015-present)
30 Year Reunion Planning Committee, East Catholic High School (2016)
Muscular Dystrophy Association telethon telephone volunteer (2004-2007)
Parish Finance Council, St. Joan of Arc Church (2004-2007)
Lector, Choir, other miscellaneous roles, St. Joan of Arc Church (1999-present)
Board of Directors, Montford Park Players (2001-2003)

Awards/Honors:

Diocese of Charlotte, NC nominee for Catholic Extension Lumen Christi Award (2014)
13-Time Regional Team Trivia Champion
Member, MENSA (1996-1997)
Golden Poet Award, World of Poetry (1990)
Sophomore Class President, East Catholic High School (1983-1984)
3-Time Manchester, CT Town Spelling Bee Champion (1980-1982)

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: Citizens-Police Advisory Committee

Your name: Mary Clarissa Marshall Home Phone #: 8287746343

Street address: 6 Hillview Cir City: Asheville Zip Code: 28805

Mailing address (if different): Same

Employer: Self-employed/small business owner

Your position: Realtor affiliated with eXp Realty LLC Office Phone #: 888-584-9431

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

Are you a Homeowner or a Renter? * Homeowner Age: 41

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.**

I am a native to Asheville; my father was a native to western NC and born in Haywood County. I care deeply for this city, and wish to bridge the gap between police and citizens. It is extremely important to me personally as a business person to be a neutral partner between citizens and police. I have been a small business owner of a restaurant and bar in East Asheville in the past for two years, and I am currently running a small business as a Realtor/investor in Asheville and have several employees from many parts of the city, and see/hear many different perspectives on policing as a result.

As a Realtor with many folks moving into Asheville, I hear direct feedback from people coming to visit our city, leave our city, and move into and stay as residents of our city. Crime is often a topic of conversation for us all, cited as a reason to leave and to come here.

I am the volleyball coach at AC Reynold's Middle School, and had the most diverse team of any in the entire county in 2020, with half of my roster being BIPOC. I hear their stories: their good stories, and their bad ones, on interactions with police in this city and it has given me a perspective on the matter most don't have. I feel there is much change to be made, and we need to include these members of our community as a part of this conversation and change.

As a member of this committee, I feel I am an excellent candidate to bridge the gap and divide between enemy and hero. There is a middle ground, and in the middle is where progress occurs.

Return to:

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

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

Signature: Mary Clarissa Marshall

Date: 05/26/2021

E-Mail: MaryClarissaMarshall@gmail.com

Fax #: _____

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

clarissa marshall

6 Hillview Circle
Asheville, NC 28805
828.774.6343
clarissa.marshall@exprealty.com

PROFILE

- Self-starter and motivated learner
- Licensed NC Realtor 8+ years (Real estate isn't about properties; it's about people)
- Versatile skill set which includes experience in Key Performance Indicator (KPI's) results, recruiting, sales, communication, and problem solving
- Customer service specialist with extensive management background

EXPERIENCE

Keller Williams Professionals Asheville- May 2017-2018

- Top Producer-Individual Listing Volume-September 2017
- Proficient in obtaining buyer/seller listings, prospecting, entering on MLS, Dotloop, writing contracts, and staying up to date on the temperature of the market in WNC

eXp Realty, LLC Asheville- April 2018-Present

- Top Producer 2018-2021
- Icon Award, 2019, 2020, 2021
- Best of Zillow Award, 2019
- Zillow Flex Team Leader (only Flex agent team in Asheville)
- AVL Top 100 2019, 2020
- eXp Realty Trainer, Mentor 2019, 2020
- Top 1% of company nationally 2019, 2020, 2021
- Asheville Real Producers Magazine Cover Feature (top 300 agents from 4000+)

- Partner with Veteran's United, working with Vets and giving back 25% of my commission
- Gave back 25% of my commission to teachers, Vets, LEO, fire, EMT's, doctors, and nurses since 2017

White House Black Market, Store Manager, 2015-2017

- Took Asheville store from #16/16 in district to #3/16 in district in one year's time and left store with a positive comp (comparable sales to LY) on the year
- Lead team of 10-12 employees; assisted in recruiting, hiring/termination, growth and training, writing schedules, inventory, customer service experience
- Lead weekly call for other 15 stores in the district to instruct in Operational excellence
- Trainer manager, frequently helping Charlotte stores to hire and train new management teams

The Social, Owner, Asheville, NC 2012-2014

- Bought existing bar and rebranded with new concept and name; took sales from $30K/month to over $70K/month in the first year in business
- Ran a team of 10-15 employees and assisted in personal growth, training, customer service, menu development
- Implemented marketing campaign and featured in Mountain Xpress, Citizen-Times, WLOS & The Burger Battle

EDUCATION/ADDITIONAL INFO

Enka High School, graduate 1997

Appalachian State University, 1997-1999

PTA Secretary 2009, Haw Creek Elementary

PTA President, 2010, Haw Creek Elementary

AC Reynolds Head Volleyball Coach, 2019-2021

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: CITIZENS-POLICE ADVISORY COMMITTEE

Your name: Kelly Stamey Home Phone #: 828-713-9584

Street address: 99 hazzard st City: asheville Zip Code: 28801

Mailing address (if different): _____

Employer: Beacon Transitions

Your position: Executive Director Office Phone #: 828-713-9584

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

Are you a Homeowner or a Renter? * Homeowner Age: 44

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: ~~I am not aware of any conflict~~ _____. 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 have dedicated the last 24 years of my life to being and Autism specialist and a community advocate that those with special needs including physical and mental disabilities. I have often felt that one area that could benefit from more community resources and support is our emergency services providers. I believe that through my experience and education I can help identify sources of support for our police force as well as acting as an interpreter to our special communities in regard to the supports that are afforded to them and how. I am also very interested in having a deeper understanding of how the system works and what I can do to increase the effectiveness of that system.

In regard to my education background, I have a master's degree in behavioral analysis. Often in my work the focus in on how one learns and how they apply what they have learned effectively as individuals and groups as well as shifting group dynamics for more positive outcomes.
Thank you for your consideration,

Return to:

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

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

Signature: Kelly Michelle Stamey

Date: 5/28/21

E-Mail: kellymstamey@gmail.com

Fax #: _____

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

KELLY STAMEY

Executive Director

I am passionate about organizational development – promoting partnership, quality enhancement and sustained growth.

CONTACT

PHONE:
828-713-9584

ADDRESS:
280 S. Beaumont St.
Asheville NC 28801

EMAIL:
kstamey@beacontransitions.com

HIGHLIGHTS OF QUALIFICATIONS

* 19 years of staff development and management
* 11 years in a leadership position for a not for profit
* 6 years of business ownership
* Dynamic leader and team builder, consistently motivating others to succeed and achieve their goals
* Skilled in development and implementation of policy and procedure
* Experienced in budget development and fiscal responsibility
* Trained in selection management
* A strong understanding of workplace behavior and implementing strategies for positive change.

EDUCATION

Western Carolina University Cullowhee , NC **1998**
Bachelor of Art in Vocal Performance , GPA : 3.5

Western Carolina University Cullowhee , NC **1998**
Bachelor of Science in Communication Disorders, GPA :3.5

Ball State University Muncie , IN **2014**
Master of Arts in Behavior Analysis, GPA : 3.7

RELEVANT SKILLS AND EXPERIENCE

Beacon Transitions, Hendersonville NC **2013 - Present**

Executive Director/Owner Operator of Beacon Transitions – as the owner operator I had the opportunity to start this business gaining priceless experience in business development including

- Program development
- Developing training protocols and procedures
- Performing all administrative duties including accounting and human resources.
- Developing individualized learning plans for each resident
- Developing an action plan and data tracking system for progress
- Communicating with families on an ongoing basis
- Coordinating community services for residents
- Developing recruitment and marketing strategies
- Providing training and education to family members and support systems
- Providing training and education to staff

Talisman Academy, Hendersonville NC **2012 – 2013**

Program Director – as the program director I was given the autonomy to develop and manage my own program within a program. The level of independence afforded me help to prepare me for my later endeavor of business development.

Autism Society of NC Asheville, NC **2000 - 2012**

Senior Community Services Coordinator – In this position I had the opportunity to work in a management level job for a statewide not for profit. My role included:

- Coordinating services with Local management entities
- Providing resources for individuals on the spectrum and their families
- Developing person centered programming for individualized services
- Advocating for individuals with autism spectrum disorder and their families.
- Providing training and continuing education to staff
- Working collaboratively with the Regional Services in the development and enforcement of policies and procedures necessary for the effective management and operation of programming within the requirements of federal, state, and local rules and regulations
- Coordinating with the Human Resource Manager (regarding employment, compensation, payroll, etc.), with Accounts Receivable (regarding billing, reimbursements, etc.), and with the Community Services Administrator (regarding documentation, training, and CAP changes)
- Assisting in the preparation of the regional budget and administer sound financial management
- Assuming the responsibilities of the Regional Director when deemed appropriate/necessary
- Writing grants to further program development

RELEVANT TRAININGS

Red Cross Instructor - Present
Grant writing A-Z
Systems Thinking, Drew Jones
Group Dynamics, Mars Hill College
Targeted Selection, DDI
IM Essentials, DDI
Coaching for Improvement, DDI
Microsoft Office

References upon request

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: Citizens Police Advisory Committee

Your name: Mary Ammerman Home Phone #: (828) 776-5076

Street address: 104 Estelle Park Dr. City: Asheville Zip Code: 28806

Mailing address (if different): _____

Employer: Institute for Applied Neuroscience

Your position: Vice President and Licensed Psychologist Office Phone #: (828) 251-2882

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

Are you a Homeowner or a Renter? * Homeowner Age: 50

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: I'd like to discuss how my professional expertise may _____. 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.**

Please see attached cover letter and CV. Thank you for taking the time to review my application materials.

Return to:

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

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

Signature: Mary Catherine Ammerman

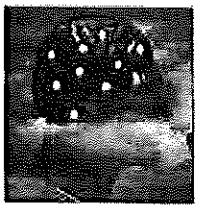
Date: July 9, 2021

E-Mail: mammerman@ian-asheville.com

Fax #: (828) 633-7073

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

Institute for Applied Neuroscience



Ed Hamlin, PhD. BCN Mary Ammerman, Psy.D. BCN Steve Gold, Ph.D.
Patricia Hamlin, M.S. LPCA Illysa Hamlin, BA Mary Grace Bigelow, M.S. LPCA
Eric Ralston, M.S. LPCA Anna Morrell, M.S. BCN Jordan Hamlin, BA

90 Acton Circle
Candler, NC 28715

Phone (828) 251-2882
Fax: (828) 633-7073

July 9, 2021

Dear Asheville City Council Members:

Thank you for reviewing my application to join the Citizens Police Advisory Committee. Please allow me to briefly explain why I believe my personal experiences with the police and my professional skills as a licensed psychologist and board-certified neurofeedback provider well equip me to become a beneficial member of this team. Neurofeedback is brainwave biofeedback, a process that uses computers to measure EEG activity and then alerts participants when their brainwaves are in a desirable range for the task at hand. Neurofeedback helps people learn how to regulate their nervous system arousal, or activation, more effectively. Navy Seals use this technique in their training programs to help increase the odds of their recruits successfully completing their incredibly demanding schooling. The reason why is because a large body of research clearly demonstrates that the better able individuals are at regulating their nervous system arousal, the better they perform any task they are required to do. In life-threatening situations, effective arousal regulation becomes even more imperative because it makes the difference between being able to choose a response vs. reflexively reacting. As humans, we must keep our emotional responses calm enough for our higher thinking centers to work properly. I believe neurofeedback training could be an excellent tool to help our police officers remain calm during the emotionally charged, highly stressful circumstances they must frequently face.

I have tremendous gratitude towards the Asheville Police and Buncombe County Sheriff's Department because in September of 2013 they saved my life when an armed intruder broke into my home. I also have 4 years of experience working as a psychologist in correctional settings: I worked with both male and female juvenile offenders for two years in California and a year in Wisconsin. In addition, I worked in a probation and parole office in Wisconsin and spent a year and a half working with female inmates at the North Carolina Correctional Institute for Women in Raleigh. These experiences have given me an inside view of both sides of law enforcement. I have compassion for people on each side of the equation and have long desired to help create positive changes in a necessary, but flawed, system.

I have been providing neurofeedback to clients since 2006 and teaching mental health providers how to implement neurofeedback training since 2012. I trained and mentored psychologists to provide neurofeedback at a Canadian Army Base in Edmonton, Alberta for two years. I have also mentored neurofeedback providers at The Meadows Recovery Center in Arizona; Ohio State University's outpatient clinic; Summit Stone Recovery Centers in Colorado; as well as staff members at The Hummingbird Centre, which has three outpatient psychology clinics in Australia.

I would be happy to design and implement a pilot neurofeedback training study with police officers; however, even if the Citizens Police Advisory Committee has no interest in discussing neurofeedback whatsoever, I am still interested in serving on this team because of my previously mentioned personal and professional experiences. I hope that my background working as a psychologist in correctional settings will prove useful to the committee. I am trained to recognize and understand the motivations behind human behaviors and have a demonstrated ability to build rapport with all types of people and personalities. I welcome the opportunity to help make our community a more peaceful, accepting place for each of our citizens, including our police officers.

Respectfully,

Mary Ammerman, PsyD, BCN
Vice President
Institute for Applied Neuroscience
90 Acton Circle
Candler, NC 28715
mammerman@ian-asheville.com

Mary C. Ammerman, PSyD, BCN

104 Estelle Park Dr.
Asheville, NC 28806
Phone: (828) 776-5076
Work: (828) 251-2882, extension 1001
Email: mammerman@ian-asheville.com

EDUCATION

1997-2002	Pepperdine University Psy.D., Clinical Psychology Los Angeles, CA
1995-1997	Pepperdine University M.A., Clinical Psychology with an Emphasis on Marriage and Family Therapy Malibu, CA
1989-1993	University of North Carolina at Chapel Hill B.A., English and Psychology Graduated with Distinction Chapel Hill, NC

SPECIAL SKILLS, TEACHING, & SPEAKING EXPERIENCE

2012 – Present	Became Board Certified in Neurofeedback Training by the Biofeedback International Certification Alliance. To become board certified, one must be currently licensed as a healthcare provider; complete the 36-hour introductory training; complete 10 sessions of one's own neurofeedback training demonstrating the ability to shift one's brainwaves in the desired direction; conduct 100 client neurofeedback training sessions; complete 25 hours of mentoring with a BCIA approved mentor in which 10 different client cases are presented from beginning to end; and pass a certification exam demonstrating competency in multiple topics related to the practice of neurofeedback. To retain board certification, I have completed at least 48 hours of accredited continuing education every 4 years.
2012 – Present	Taught the hands-on practicum portion of a 4-Day Introductory Neurofeedback course every other month for 8 years, for a total of 48 workshops. My part of the course helps participants apply the information they learn during didactic lectures. I show participants how to use the neurofeedback software; how to record and interpret baseline EEG recordings and then combine those measurements with reported client symptoms to pick initial training protocols; how to adjust training protocols as necessary based on clients' responses to training; how to understand what the therapist screen is reflecting about clients' EEG and current

	inner experiences while training; how to review and explain clients' progress within and across training sessions; and to ultimately understand how neurofeedback can be a helpful therapeutic tool to facilitate behavioral changes. During this time period, I have studied under and worked closely with Dr. Ed Hamlin, a world-renowned pioneer in the field of neurofeedback, to continuously update the introductory course curriculum to make the material more accessible to a wider range of clinicians. Accordingly, I have written and repeatedly updated step-by-step guides as necessary whenever the neurofeedback software changes. I've also recorded instructional videos on how to apply sensors, how to record baseline EEG measurements, and how to run neurofeedback training sessions.
2013 – Present	Conducted weekly online group and individual mentoring sessions for new neurofeedback providers across the United States as well as from Canada, Germany, Poland, Sweden, and Australia. During these mentoring sessions, I reviewed my mentees' clients' baseline EEG recordings with them to help mentees understand the data and use the information to pick appropriate initial training protocols; helped mentees set realistic and measurable client goals; showed them how to help their clients successfully engage with the auditory and visual feedback during neurofeedback training sessions; helped them understand when and how to adjust initial training protocols based on clients' responses; helped mentees understand how to use the neurofeedback training software; explained how the EEG reflects clients' current inner experiences (and how they can double check this information during the training sessions); reviewed coaching strategies mentees can use to help their clients effectively learn to shift their EEG in the desired direction while training and to generalize that learning to their everyday lives; and explained how to review client progress within and across sessions. I also conducted private, agency specific neurofeedback mentoring for: providers at a Canadian Army Base in Edmonton, Alberta for two years (weekly mentoring sessions from 2016-2018); the outpatient psychology staff at Ohio State University (every other week sessions from 2017-2018, then we switched to monthly sessions that are currently ongoing); multiple providers at the Meadows Residential Treatment Center in Arizona (monthly sessions from 2017-2019); multiple providers at Summit Stone Recovery Centers in Colorado (4 hours of mentoring each month from January 2019-September 2019); multiple staff members at the Humming Bird Centre of Psychology, which has various sites in Australia (every other week sessions from 2019-present); and multiple staff members at Time Out Learning Center in Australia (monthly sessions from 2019-present).
February, 2015	Wrote and self-published Kindle and paperback versions of *10 Facts You Should Know Before Making the Decision to Medicate*

	Your Child, informing parents of potential side effects of psychotropic medications as well as alternative, non-medicinal strategies for helping their children succeed.
October, 2017	Created the curriculum for and facilitated a 2.5-day weekend retreat called Interior Design for the Soul for laypeople in order to teach nervous system self-regulation skills and to explain how improved self-regulation can help promote health, well-being, and increase the likelihood of achieving one's personal goals.
2017-2019	Annual Neurofeedback Interchange Conference Workshop Teacher and Conference Speaker. In 2017 and 2018, I co-taught the Alpha/Theta Neurofeedback Pre-Conference Workshop with Dr. Ed Hamlin. I led the hands-on practicum portion of these classes, showing participants how to apply the knowledge they gained during Dr. Hamlin's lectures. In 2018, I was also a featured speaker during the main conference. I presented on the importance of helping clients engage with the auditory and visual feedback they receive while training. If clients do not engage with the feedback, learning is unlikely to occur. In 2019, I taught my Advanced Beginner Neurofeedback Class as a pre-conference workshop.
2018 – Present	Created the curriculum for and taught a 2.5-day Advanced Beginner Neurofeedback Skills workshop for new neurofeedback providers. After 5 years of experience mentoring new neurofeedback providers, I realized there was a tremendous need for beginning practitioners to have additional hands-on learning opportunities under the supervision of a qualified instructor. Frequently, many months pass between students completing the introductory course and obtaining their equipment. Since this is such specialized knowledge that is not taught anywhere else, it is easy for beginning practitioners to forget many of the details, steps, and information they learned in the introductory course. I purposefully created my advanced beginner class to review and expand upon the information presented in the introductory course, with an emphasis on effective application of the material. I have taught this course in person eight times since 2018. In March of 2020, I created and taught an 8-week, online version of this course material to make it more affordable and accessible to clinicians.
2018 and 2020	Featured Speaker at the Dead of Winter Neurofeedback Conference in Asheville, North Carolina. Used client cases and personal experiences to illustrate key concepts of effective neurofeedback training.
April, 2020	Featured Speaker for the UNESCO-sponsored, Special Kids International Summit, a free online conference. Gave a talk on Exploring the Efficacy of Neuro-Biofeedback for Treatment of ADHD.

CURRENT PROFESSIONAL POSITIONS

Jul. 2011 - Present **Private Practice, Clinical Psychologist**
Institute for Applied Neuroscience
Vice President
Participate in executive decision making regarding Institute finances, personnel, and future goals. Conduct weekly staff neurofeedback case consultation meetings. Create and annually update educational materials for clinic clients and other professionals taking our neurofeedback courses; teach introductory and advanced beginner neurofeedback courses; mentor beginning neurofeedback providers internationally via individual and group online meetings; facilitate weekend personal growth retreats. Develop and implement brain-based treatment plans that combine self-regulation training with individual psychotherapy.

PREVIOUS CLINICAL EXPERIENCE

Sept. 2004 – Jul. 2011 **Private Practice, Clinical Psychologist**
The Pisgah Institute for Psychotherapy and Education, P.A.
Provided individual psychotherapy and neurofeedback training for adolescents and adults presenting with substance abuse problems, emotion regulation difficulties, mood and anxiety disorders, and relationship issues.

Mar. 2003-Aug.2004 **Staff Psychologist II**
North Carolina Correctional Institute for Women
Provided individual and group psychotherapy as well as crisis intervention for incarcerated women. Conducted rounds in a segregated prison population and performed psychological evaluations of personality and cognitive functioning.

Oct. 2001 – Oct. 2002 **Substance Abuse Counselor**
New Start Outpatient Clinic, Meriter Hospital, Madison, WI
Provided individual, group, and family therapy to adolescents struggling with substance abuse and dependency. Conducted initial substance abuse screenings to determine the appropriate level of care. Co-created a parenting skills training curriculum for the program.

Sept. 2000-Aug. 2001 **Psychology Intern**
Ethan Allen School, Wisconsin Department of Corrections, Juvenile Division
Provided individual, group, and family therapy to incarcerated adolescents. Completed four rotations focusing on: youthful offenders, crisis intervention, alcohol and drug dependency treatment, and adolescents in need of intensive mental health services. Conducted psychological testing to assess cognitive and personality functioning. In addition, provided individual

psychotherapy to adults on probation in an outpatient setting.

Sept. 1999-Aug. 2000 **Psychology Trainee**
Veterans Administration Medical Center, Sepulveda, CA
Provided individual and group psychotherapy to veterans enrolled in the partial hospitalization and chemical dependency programs. Worked with a multidisciplinary team to plan treatment strategies and to provide daily milieu activities.

Sept. 1998-Aug. 2000 **Psychology Trainee**
Barry J. Nidorf Juvenile Hall, Los Angeles County Department of Mental Health
Provided crisis intervention and short-term psychotherapy to incarcerated adolescents. Worked with clients from diverse cultural backgrounds in a forensic setting.

Jan. 1998-Jun. 2000 **Psychology Trainee**
Pepperdine University Community Counseling Center
Provided psychotherapy to individual adults and married couples presenting with substance abuse, depression, domestic violence, and relationship difficulties.

Jan. 1996-Apr.1997 **Master's Program Practicum**
Child Abuse & Neglect, Inc. (C.A.A.N.)
Provided in-home psychoeducation and parenting skills training to parents accused of abusing or neglecting their children. Co-facilitated parenting classes at the California Youth Authority for incarcerated adolescent mothers.

HONORS AND PROFESSIONAL AFFILIATIONS

Phi Beta Kappa National Honor Fraternity Member
Glen & Gloria Holden Scholarship Recipient for Outstanding Academic Achievement, Pepperdine University
International Society for Neurofeedback and Research Member

VOLUNTEER WORK

Hiking with the Hounds Asheville Humane Society
Pisgah Legal Services Ambassador