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October 17, 2021

ECT Personnel Committee  
c/o LandrumHR Workforce Solutions  
6715 Plantation Road  
Pensacola, FL 32504

**RE: Escambia Children's Trust – Executive Director Position**

Dear Personnel Committee:

Please accept the attached resume in application for the Executive Director position for the new Escambia Children's Trust (ECT). You will not find anyone more passionate about the well-being of children and youth than I am. I have dedicated my career to nonprofit work that benefits children – ranging from early childhood education to college readiness and out-of-school programming to legal advocacy to prevent abuse and ensure access to supports for children with special needs. I have spent my adult life amplifying the voices of those who are most vulnerable and would be honored to have my career culminate in a leadership role at ECT – in my hometown of Pensacola, no less. Through my vast experience, I truly understand the challenges faced by ECT to foster an agency ready to meet the needs of children and families ... to guarantee that they have the supports and resources necessary for Escambia County's children to grow up safe and strong. I am ready to accept these challenges and work with the Board and community to develop the best organization in the state.

For the past 15 years, in director and C-suite roles, I have been directly responsible for a variety of daily operations, including but not limited to strategic and ongoing planning; budgeting (for both large grants and overall agency operations); supervising staff; and implementing programs that serve the community. I am currently managing 67 contracts that support seven programs within four substantive units and supervise a staff of 48 advocates.

I also have the required experience developing and managing multi-million dollar budgets; the largest budget I have developed was for \$420M. I have a vast array of grant management experience: applying for funding, administering awards, awarding grants/sub-grants, monitoring awardees/sub-recipients, etc. I believe in transparency and accountability and have a strong background in compliance, evaluation, and continuous quality improvement strategies – especially from my time working with the Children's Services Council of Palm Beach County and Lutheran Services Florida Head Start.

In each of my prior positions, I have forged countless partnerships with community agencies and know the importance of working together toward common goals. In my current role, I work with numerous partner agencies, including the Juvenile Welfare Board (JWB) of Pinellas County, another sister program to ECT. I have also worked with The Children's Board of Hillsborough County and Manatee County Children's Services on various projects while at Head Start and Gulfcoast Legal Services. If selected for the position, I would have immediate mentors in Beth Houghton at JWB in Pinellas and Lisa Williams-Taylor at CSC of Palm Beach County.

I pride myself on having a positive relationship with my staff and Board of Directors, with whom I work very closely. I embrace the quote by Benjamin Franklin, "if you fail to plan, you are planning to fail" and take strategic planning seriously. Yet I also understand the need for flexibility and changing the plan, but not the goal. I am proud to say that we met or exceeded all the goals of our last strategic plan a year early. I would be happy to have my Board President and/or immediate Past President give a reference upon request.

I have never been more excited to apply for a position and am thrilled that Escambia County now has its own children's services council! Thank you for your consideration of my application. I look forward to hearing from you regarding an interview. I will gladly come to Pensacola to meet in person if desired. I understand how important this hiring decision is and appreciate the opportunity to apply. Take care and be well.

Warm regards,



Tammy D. Greer

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Attachment (1): Resume