

GLORIA M. FISHER

12617 St. Andrews Drive * Kansas City, MO 64145 * OHSGMF@aol.com * Cell (816) 309-3342

EXECUTIVE MANAGEMENT/FINANCE

Strategic Planning Compliance Performance Budgeting Results Management

Finance executive, experienced with management, operations and compliance. Knowledgeable with organizational redesign and restructuring, information systems and technologies, cost reduction and avoidance, market and operations risk assessment, client relationship management, RFP development, recruitment/retention and training/development. Proficient: excel, word, access, power point, crystal reporting, knowledge: People soft, Nvision, and Hyperion. Not for profit Board volunteer for 9+ years.

CORE COMPETENCIES

Visionary Leadership	Risk Management
Budget/ Sales Forecasting	Non for Profit organizations/accounting
Negotiations/Strategic Thinker	Organizational Restructuring
Key Partnership Development	Key Performance Indicators

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

2011- Present Executive Director, Westside Housing, Kansas City, MO

Responsible for real estate, construction, property management, cash flow, fundraising and financial reporting for the Westside Housing a not for profit operation. The position reports to a ten person board of directors. The revenue is generated from many sources. Government and community relationships along with political relationships and successful grant applications fill the funding pool.

- 2012 Green Designation from Neighbor Works America.
- 2012 Capstone Finalist for Jefferson Apartments
- Award from KCPS for repurposed school at 20th and Summit
- 2011 Sustainable Places award for MHR
- Latino Advisory Board for Mayor Sly James

2008- 2011 Senior Business Analyst, Louis Dreyfus, Kansas City, MO

Responsible for regional cash flow, liquid assets, and financial reporting for the Bio Diesel, Ethanol programs in the KC Corporate operation. Also performed daily position reporting for KC Ethanol and Grand Junction, IA. Prepare Annual budget and re-forecasting at mid-year. Serve as company expert with FRx reporting tool which is a front end system for Great Plains financial software. Also assisted as needed with financial projects for region and company. Develop new concepts to analyze business using Key Performance Indicators.

- Weekly cash flow for grain, oilseeds, margins and construction in progress (CIP).
- Monthly World Crush statistical reporting
- Monthly Magnitude reporting for Dreyfus Paris, France
- Annual Budget and mid year re-forecasting
- Key performance indicators developing/Zen Environmental Improvement Team

2003 - 2007 Director of Finance/Purchasing, Jackson County, Kansas City, MO

Responsible for: Accounts Payable, Accounts Receivable, Assets/Risk Management, Grants, Treasury/Banking relationships, Investments, Budget Administration, Financial Reporting, Annual Audit, Payroll, Retirement Fund Chairman and the Procurement of goods and services for Jackson County

- Invested both short and long term cash which contributed over \$5M annually
- Implemented web based financial system increased scope, on time, under budget
- Developed Performance Based Budget model using the Jackson County Strategic Plan
- Reduced cycle time for purchase requisitions and invoice payments from 2 wks to 4 days
- Eliminated payroll advice introduced employee self service with new Payroll/HR system
- Promoted to Retirement Fund Chairman Feb. 2004
- Promoted Nov. 2005 to Director of Finance and Purchasing
- Implemented financial reporting applying GASB 34 standards (exceeding expectations completed 2002, expected 2005) Public Employee Award received for implementation.
- Disposed/reuse obsolete assets realizing more than \$120,000 to fund balance
- Improved process for record refunds to eliminate check distribution <\$10.00
- Led change in budget process to separate operating and capital budget dollars
- Recognized for accomplishments made on the Environmental Task Force for Jackson County

1999 – 2002 Financial Manager, Sprint Real Estate Finance, Overland Park, KS

Responsible for: Accounts Payable, Accounts Receivable, Budgeting, Financial Reporting and Business Case Analysis for commercial properties and owned facilities using PeopleSoft. Additional duties include the creation, development and implementation of "Sprint Values Excellence" for the Real Estate Division.

- Created, developed and implemented Sprint Values Excellence as performance incentive
- Created Business Case Analysis template to facilitate comparative real estate decisions
- Created budget model for annual lease payments (3,000 facilities and 10,000 network)
- Assisted with vision to reduce cost per sq. ft (\$43-\$37) and vacancies rates (33%-12%)
- Reduced cost for Local Telephone Division (LTD) real estate by 10%
- Lead Real Estate portfolio Audit transferring leases from PCS to Sprint

1980 - 1999 Financial Manager, Continental Grain Company, Overland Park, KS

Responsible for: Accounts Payable, Accounts Receivable, Inventory, Treasury/Banking relationships, Hedging, Daily Cash Investments, Risk Management, Cash Forecasting, Budgeting, Financial Reporting and Auditing. Additional duties include task teams to design, test and implement a fully integrated grain system. During the nineteen years with Continental Grain I was promoted continuously and completed both my BS and MBA. There were several key areas in the finance and operations departments that I directly supervised and ultimately became accountable for as Financial Manager. These key areas were grain delivery, hedging/position, gross profit, accounts payable, inventory audits, and budgeting

- Assisted with Mexican foreign trades both foreign currency and bilingual conferencing
- Analyzed void check process and realized more than \$100,000 to bottom line
- Reduced cost of annual audit by 50% (two months – one month time in office)
- Designed employee development plans for subordinates
- Developed commentary for financial reporting
- Designed and implemented budgeting process to combine 55 elevators and 7 offices

EDUCATION

Keller Graduate School, Kansas City, MO
Masters Degree MBA (National Finalist for Capstone Project)
Park University, Parkville, MO
BS Accounting minor in Marketing
Real Estate license for MO/KS
Working towards CPA

VOLUNTEER

Westside Housing Organization Board of Directors since 2002/ Board President 2009, Finance Chair 2002-2009, Psychoanalytical Institute Foundation since 2007/ Board Treasurer 2009, Chi Omega Sorority, Rockhurst HS volunteer, Graceway Church and Mentor, Junior Achievement, Avanzando UMKC mentor, and Landmark Education/Leadership team.

AWARDS

- 1997** Capstone award for Keller Graduate School
- 2000** Sprint Values Excellence award for Outstanding Customer Service
- 2002** Sprint Values Excellence award for Cost per sq. ft and vacancy initiatives
- 2004** Public Employee award for GASB #34 Implementation Team
- 2005** Nominated for Public award for E-Gov initiatives
- 2006** State of the County award for Sustainability Steering Committee
- 2009** Landmark Education Self Expression Leadership/Life curriculum
- 2012** NWA Green Designation Award

Marva Marguerite Moses
12410 Mohroe Avenue
Grandview, MO 64030
(816) 765-5462 – Home
(816) 589-9641 – Cell

PROFESSIONAL EXPERIENCE:

Hickman Mills Prevention Coalition, 10/08 – present, Executive Director – reporting the Executive Committee/Board of Directors.

- Planning and coordinating the activities of the Hickman Mills Prevention Coalition.
- Developing and maintaining coalition membership.
- Coordinating existing resources (monetary and material) and outreach to new partners and funders to build capacity within the coalition.
- Seeking additional funding for youth substance abuse prevention and services.
- Working with coalition members to develop a community-wide needs assessment.
- Implementing steps identified by the coalition as necessary to alleviate the problems of substance abuse.
- Advocating on a local, state, and national level for improvements in the administration of programs for substance abusing youth and those at risk of abusing drugs.
- Creating and implementing a public service campaign, designed to inform and mobilize the community to environmental and systemic change.
- Working with local, state, and federal government, to ensure public policy reflects the goals and strategies of the Coalition.
- Developing community collaborations with other like-minded organizations to create more far-reaching efforts that would affect more young people in the city.
- Co-chair of the annual Urban Prevention Conference, a conference that addresses several prevention efforts as well as a community's readiness and resources.

Community LINC/New Idea Workplace, Kansas City, MO 7/01- 08/08. Workplace Development Consultant/Family Coach/Case Manager – reporting to Executive Director and Program Director.

- As the Workplace Development Consultant, recruiting and identifying potential clients, selling and implementing consulting products in the areas of career assessment, career planning, and soft skills, as well as career coaching, and workplace audits.
- As the Workplace Development Consultant, designing and facilitating training processes, both to package and market, as well as customizing per client's needs.
- As a Family Coach, providing tools for residents of the program, to further their goals of homeownership, higher education, or entrepreneurship.
- As a Family Coach and Case manager, gathering and sharing resources for residents and clients, that may further the progress of a client and resident in meeting their goals.
- As Case manager, assist in reporting annually on the overall status of our outreach assistance program, Project Care.
- From 2006-2008, designed TANF recovery program and worked on loan to the Full Employment Council as the community outreach source, reaching clients and providing resources as well as intense case management.

Kansas City Symphony, Kansas City, MO 8/99 – 7/01. Community Connections/Education Manager – reporting to Director of Operations.

- Became the lead on the new education program design as of February 2000, working with KCS consultants, networking with area schools and school districts, preparing for a 5 year commitment to KCS.

- As of February 2000, took sole responsibility of the Community Connections/Education department, creating the entire upcoming education and community calendar as well as creating and managing the budget, marketing/promotions, and programming components of the department.
- Maintained all relationships with KCS community partners, while establishing new relationships within the community to further the department goals.
- Managed all school residencies – Paseo Academy, Raytown and Raytown South High School, and Independence High School, ensuring proper planning and coordination of school and orchestra schedules. Liaison between the school district and the orchestra, nurturing the most effective and efficient use of students' and musicians' time.
- Restructured the high school residency programs; redesigning the relationships with area high schools to ensure effective and diverse experiences for all schools involved in the program.
- Coordinated all operational and logistical aspects of all community and educational engagements and events.
- Created and maintained working relationships with area community groups and organizations, serving as consultant and volunteer, representing the symphony.

OTHER NOTABLE EXPERIENCES:

Planned Parenthood of Kansas and Mid-Missouri, Kansas City, MO 8/97 – 8/99. Public Affairs/Volunteer Coordinator – reporting to VP of Public Affairs.

DeVry Institute of Technology, Kansas City, MO 7/96 – 8/97. Admissions Administrative Assistant – reporting to Director of Admissions.

AT&T, Lee's Summit, MO 7/93 – 3/96. Customer Service Representative/Corporate Trainer/Union Rep. – reporting to Team Development Leader.

Trainings/Certifications:

2012	Mental Health First Aid U.S.A., certified	Kansas City, MO
2009, 2011, 2012	CADCA Leadership Forum	Washington, D.C.
2010	Pacific Institute for Research and Evaluation <i>Bridging the Gap between Cop and Community Environmental Management</i> <i>Community Role In Educating the Upcoming College Student</i>	Sugar Creek, MO
2009	NCADD/First/ Missouri <i>Missouri Substance Abuse Prevention Specialist Certification</i>	Kansas City, MO
2005-2008	Coaching INC. <i>Advanced Coaching Program</i>	Kansas City, MO
2003	Lincoln University Extension/CICC <i>Effective Black Parenting Training Certification</i>	Kansas City, MO
2003	Missing Link: Supervisor Training <i>Client-Focused Outcomes and Performance Measures</i>	Kansas City, MO

2002-2003	LINC: Allyson Hayward, LCSW, MSW <i>Working with Trauma Victims/Working with Sexual Abuse Survivors</i>	Kansas City, MO
2000, 2003	Mid-America Assistance Coalition <i>Strengths-Based Case Management</i>	Kansas City, MO
2002	The People Center: Rutha Awbrey <i>Valuing Multicultural Clients in a Diverse Community</i>	Kansas City, MO
2001	Rockhurst University <i>Training Managers to Train</i>	Kansas City, MO

EDUCATIONAL EXPERIENCES:

University of Missouri, Kansas City, MO 8/92 – 5/93. Major: Secondary Education, emphasis in English.

Lincoln University, Kansas City, MO 8/90 – 5/92. Major: Music Education.

Penn Valley Community College, Kansas City, MO 8/89 – 5/90. Major: Secondary Education.

PROJECTS AND AFFILIATIONS:

Invictus Group, CEO and Founder, 2000 – present

South Kansas City Chamber of Commerce, member, 2009 – present

Paseo Baptist Learning Center, Parents Association, 2011 – 2012

Grandview Christian School – Parents Association, 2001-2010, 2011 - present

Hickman Mills School District, 3 Trails Day planning committee, 2009 – present

Kansas City, MO Gateway Crimes and Drugs Task Force – member, 2012 – present

Kansas City Substance Abuse Treatment and Recover Support Coalition – member, 2012 - present

James A. Witteman, Jr.

217 SE Noeleen Lane

Lee's Summit, MO 64063

Mobile: (816) 718-3994 Office: (816) 600-1083 Fax: (816) 272-5967

Email: jim@wittemanlaw.com

Web: www.wittemanlaw.com

Education:

Washburn University School of Law, 2000-2002
Juris Doctorate, 2002
University of Missouri – Kansas City School of Law, Visiting Student, 2001-2002
Licensed Member of the Missouri Bar, Bar #56822

University of Missouri-Kansas City, 1994-1998
Bachelor of Science Accounting, July 1998

Work Experience:

City of Greenwood, Missouri,
City Prosecutor, November 2011-present

JAMES A WITTEMAN, JR, LLC, Lee's Summit, MO, July 2010-present
Owner/Manager – Private legal services practice focusing in the areas of DUI/DWI,
Criminal Defense, Family Law and Personal Injury

deVries & Associates, P.C., Kansas City, MO, October 2007-June 2010
Associate Attorney – Practice areas include criminal defense and municipal practice.

Jackson County Prosecutor's Office, Jackson County, MO, May 2005–September 2007
Assistant Prosecuting Attorney – Assigned to the Drug Unit

Self-employed Attorney
Criminal Misdemeanor & Traffic, Civil Litigation, & Bankruptcy

Higginsville True Value Hardware Store, October 2003-December 2004
General Manager – Managed All Affairs for Family Business Including Legal,
Accounting, Sales

Great Plains Land Service, Kansas City, MO, September 2002-September 2003
Contractor – Network Real Estate at **Sprint**, Negotiation and Organization of Real Estate
Agreements, Coordinating Negotiation between Multiple Parties

Shank & Hamilton, P.C., Kansas City, MO, July 2001-May 2002
Civil Defense Litigation Law Clerk, Various Research & Writing Projects, Maintained
Client Files

Taylor, Perky & Parker, L.L.C., Overland Park, KS, February 1998-December 1999
Audit, Tax, Financial Accounting, Litigation Support, Director of Recruiting, New
Employee Trainer, Marketing Committee Member, Recruiting and Retention Committee
Member, Awarded for Excellence in Recruiting December 1999

Mercantile Bank, Kansas City, MO, June 1996-August 1997
Floating Teller, Vault Teller, Commercial Loans

Activities:

Missouri Municipal and Associate Circuit Courts Prosecutor's Association,
Board of Directors, 2013
Member, 2012-2013

Jackson County Ethics, Human Relations and Citizen Complaints Commission
Nominating Committee, 2010 - present

Missouri Association of Criminal Defense Lawyers,
Board of Directors, 2010-2011
Member, 2008-present

National Association of Criminal Defense Lawyers,
Member, 2008-2009

Missouri Society for Criminal Justice,
Member, 2007-present

Eastern Jackson County Bar Association,
Member, 2007-present

Kansas City Metropolitan Bar Association,
Board of Directors and Criminal Law Section President, 2011
Municipal Court Committee Chair, 2009-2010
Member, 2005-2011

UMKC Student Government Association, President, 1997-1998
Inter Campus Student Council, Member, 1997-1998
Associated Students of the University of Missouri, Ex-officio Member, 1997-1998
Delegate, Student Government Conference, 1997

UMKC Inter Fraternity Council, President, 1996-97
Delegate, Missouri Governor's Leadership Forum, 1997
Delegate, Mid-American Greek Council Association, 1997

Sigma Phi Epsilon, President, 1997-1998
IFC Judicial Delegate, 1997-1998
IFC Delegate, 1996
Pledge Class Vice President of Finance, 1995
Delegate, Carlson Leadership Academy, 1996

American Bar Association,
Professional Member, 2002
Student Member, 2001-2002

Institute of Management Accountants
Professional Member, 1998-2000
Student Member, 1995-1998

Alpha Phi Omega National Service Fraternity, Member, 1995-96
Delegate, APO Sectional Conferences 1995-96

Boy Scouts of America, Eagle Scout, 1990

Career Objectives:

I have been interested in a career in law and politics in Missouri since my early teenage years. I continually seek a challenging and rewarding career serving my community and strive to maintain the knowledge and skills necessary to effectively serve the public, future clients and constituents. Most importantly, I wish to use my legal and political career to make a positive impact in my community.

Interests:

Family, aviation, boating, camping, politics, sports, traveling, and patronizing the arts.

References:

References upon request.