

Ann Marie Winter
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BACKGROUND SUMMARY

A proven executive with over 23 years of experience designing and leading complex domestic and multi-national human service organizations with substantial experience in partnership cultivation, strategic planning development, talent management and local, state and national advocacy experience. Consistently incorporates a values-based approach in designing and leading work culture initiatives, large scale projects from inception to implementation and community organization and planning for vulnerable populations.

LEADERSHIP POSITIONS

Chief Operating Officer, Specialized Programs & Policy Gulf Coast Jewish Family & Community Services, Inc.

**July 2014 -Present
Clearwater, Florida**

Florida based non-profit agency that serves 30,000 Floridians annually with case management and counseling services to the elderly and disabled, refugees, children and the persistently mentally ill with an annual budget of \$35 million.

- Responsible for daily operations, reporting to the President & CEO;
- Lead Agency representative for AAAPP in PSA 6;
- Manages 36 contracts and ensure reporting and deliverables are met;
- Supervises and supports eight directors and has oversight of 200 direct service staff;
- Ensures the continued financial viability of agency through sound fiscal management of all contract budgets;
- Develops and cultivates relationships with city, county, state, federal, national and international funders to secure and expand revenue streams;
- Publicly represents the agency with external constituency groups including community, media, governmental, and other organizations to enhance company mission and services to clients;
- Serves as Governmental Affairs Officer for agency, engaging with lobbyists and actively participates in advocacy organizations to ensure policies, legislation and funding are advanced and not adversely affect the organization;
- Oversees 27 programs in the Elder & Disabled Services, Refugee Services, Employment Services, Children Services, Jewish Family Services and Grants departments and works with Administrative departments to ensure efficient daily agency operations;
- Responsible with Finance Department to create and oversee agency budget, balance sheet and monthly financial statements;
- Assisted in Strategic Planning development and 3- year implementation plan;
- Member, Policy Committee, JFNA Elder Services Advisory Board;
- Member of EFSP Pinellas FEMA Board;
- Chair, Research Review Committee (agency's Internal Review Board);
- Public Policy Chair on National Consortium of Torture Treatment Programs Executive Committee; and
- Chair, Board of Directors, Chesed Home Care – a private home care agency for seniors.

Vice President

Gulf Coast Jewish Family & Community Services, Inc.

**June 2008 – June 2014
Clearwater, Florida**

- Oversaw the management of Refugee Services, Employment and Jewish Community Services departments.
- Supervised 5 direct staff and oversight of 80 additional staff and \$9 million dollar budget;
- Provided leadership to federally and state funded programs that assisted 3000 clients each year;
- Organized and presented at state wide and national conferences;
- Oversaw the evaluation and research aspects of each program;
- Published peer reviewed article in Torture Journal; and
- Policy Chair Board member on the National Consortium of Torture Treatment Programs Executive Committee;

Director, US Refugee Resettlement Program**August 2005 - July 2007****Joint Voluntary Agency/Church World Service****New York, NY (based in Kenya)**

US based non-profit agency that has a cooperative agreement with the US Department of State to resettle 20,000 refugees annually from sub-Saharan Africa to the U.S.

- Managed program covering 26 countries in Sub-Saharan Africa and the supervision of 5 direct staff and 165 total staff;
- Oversight responsibility for the development and management of \$5 million annual budget;
- Oversight of program operations and resolution of complex employee relation issues;
- Reviewed and enhanced systems and procedures in Operations, Administration & Finance and Human Resources;
- Effectively communicated and represented the program to all stakeholders including the US Government, foreign governments, donors and counterparts, and refugees

International Catholic Migration Commission (ICMC)**June 2001 – July 2007****Served in three different positions as follows:****Geneva, Switzerland**

ICMC Program Manager - The Resettlement Deployment Program recruits resettlement experts to the UNHCR.

- Managed program, supervised staff and was directly responsible for the recruitment of 120 consultants over a two year period, increasing the number of consultants by 50%;
- Developed and implemented a successful recruitment strategy to hire consultants worldwide, including the development of interview questionnaires, reference questionnaires, job descriptions, suitability assessments and candidate recommendation reviews;
- Established benchmarks to assess performance of 60 staff in 27 countries;
- Administered benefits in accordance with HR policies and procedures;
- Consistently exceeded recruitment target expectations and deadlines;
- Represented the program and its vision to governmental leaders, other organizations, potential supporters, and lead/facilitated the organization's achievement of that vision;
- Developed and facilitated 3-day training workshops in both the US and abroad;
- Developed and monitored annual budget of two million dollars; and
- Increased funding by 25% and enhanced donor relations.

ICMC Country Director**Libreville, Gabon**

ICMC Gabon implemented a multi-sectoral and multi-donor care and assistance program to refugees in Gabon, Central Africa.

- Managed program and supervised 40 staff;
- Implemented a country-wide food distribution, technical assistance, micro-finance, national education and voluntary repatriation program for 20,000 beneficiaries;
- Developed and implemented a micro-finance manual for beneficiaries;
- Development and oversight of four annual budgets totaling \$2 million dollars;
- Resolved many challenging HR issues in compliance with the organization's HR policies and local labor laws;
- Represented the program to donors, other organizations and refugee stakeholders; and
- Responsible for increase in donor base including the Government of Japan.

ICMC Program Manager**Istanbul, Turkey**

ICMC Turkey implemented a pilot project funded by the government of Canada to interview 600 refugees eligible for resettlement to Canada in a nine month period.

- Responsible for overall management of the Program including the development and oversight of the program budget, logistical support, staff recruitment and program planning;
- Interviewed and wrote refugee applications based on Government of Canada guidelines; and
- Supervised a staff of two.

Program Coordinator**April 1997 – February 2002****Istanbul Inter-Parish Migrants Program (IIMP)****Istanbul, Turkey**

IIMP provides legal and counseling services to migrants and refugees in Turkey.

- Responsible for overall administration of Program operations and supervision of six staff;
- Counseled asylum seekers on legal matters;
- Facilitated the voluntary repatriation of migrants;

- Identified and prepared resettlement applications for vulnerable cases;
- Created and maintained income-generation projects, a soup kitchen and access to free medical care;
- Provided counseling and referral services to victims of violence and torture; and
- Prepared and maintained oversight of the budget, prepared quarterly reports to donors and represented the organization at annual conferences.

Training Officer and Team Leader

July 1994 – November 1996

United Nations

Zagreb, Croatia

- Facilitated the establishment of a training unit that trained 2,300 civilian police from 18 countries worldwide prior to their deployment to Bosnia;
- Responsible for the overall operations and administration of the Unit;
- Developed and implemented a training needs assessment and then the course curriculum for the 5-day course which was adopted for international use; and
- Supervised 8 staff.

EDUCATION

New York University, New York, Bachelor of Arts Degree in Political Science, 1989.

Fluent in French and Croatian.

PUBLICATIONS, PAPERS and MEDIA

Spotlight on Refugees in America, July 13, 2015. www.thephilanthropyshow.com/watch-now.

Winter, A., McGranahan, M. Strategies for Building and Maintaining Noncustodial Parent Programs. Office of Family Assistance Peer TA webinar. June 9, 2015.

University of South Florida St Petersburg Conference on World Affairs. Immigration: Is Anyone Happy with the Status Quo? February 27, 2015. <http://stpetersburgintheworld.com/conference/2015-speakers/>

Winter, A. Oyola, S, Dyer, K. Responding to Trauma in the Workplace. Jewish Women International webinar. February 19, 2015. <http://www.jwi.org/page.aspx?pid=381#sthash.80M90m30.dpbs>

Winter, A, ed. National Consortium of Torture Treatment Programs. Shadow Report: Article 14 The Right to Rehabilitation. Submitted to the UN CAT meeting, Geneva, Switzerland. November 2014

Winter, A. Social Services: Effective Practices in serving survivors of torture. The Torture Journal, Volume 21, No. 1. 2011 <http://www.ircct.org/libraryold/torture-journal/back-issues/volume-21-no-1-2011.aspx>