

BRIAN D. REPASS

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PERFORMANCE PROFILE

Highly organized and efficient with a demonstrated ability to communicate and work creatively, positively and effectively in a dynamic environment. Skilled at leading people, managing financial and information resources, and building coalitions to meet organizational goals in a changing environment through sustaining strong organizational vision and fact-based decision-making.

RELEVANT WORK HISTORY

Program Operations Manager, Community Action Opportunities..... January 2003 – Present

- Represented Community Action Opportunities (CAO) and the Children, Family and Community Partnerships Department (Department) within the community on boards, committees and at interagency meetings.
- Guided the planning, completion and submission of annual funding applications including presenting the applications to Policy Council and the Board of Directors for review and approval.
- Led the development and management of the Department budget from 2006 to present, during which time the budget grew from \$5.8 million to \$7.1 million.
- Provided complete analysis and final budget estimates by established deadlines, identified budget changes and demonstrated how these changes may impact Department operations.
- Coordinated and ensured program and budget compliance with local, state and Federal requirements.
- Supervised data entry staff and worked closely with education, health and family service program areas to increase efficiency and effectiveness of Department record-keeping and reporting.
- Supported the development of program plans and outcomes; including five-year strategic plans, training and technical assistance plans, plans and procedures updates and, program self assessments.
- Increased the use of technology throughout CAO and the Department to better manage and track program performance and to improve accuracy and efficiency in completing reports.
- Led CAO preparation for 2007 and 2010 Head Start Triennial Federal Reviews using a team approach.
- Provided training to large and small groups on Head Start, program governance, technology and a multitude of other issues as well as providing technical support for other presenters.
- Expanded knowledge of early childhood growth and development and family development through training opportunities, attending conferences and engaging Head Start operations.

Interim Health Director, Madison County Government..... October 2000 – January 2003

- Managed all activities of the Madison County Health Department with the support and direction of the Board of Health, County Manager and County Commissioners.
- Provided leadership and direction for twenty-five staff members.
- Planned and prepared an annual \$1.5 million budget for twenty-four program areas and presented the budget for approval to the Board of Health, County Manager, and County Commissioners.
- Ensured program and budget compliance with local, state and Federal requirements.
- Raised more than \$210,000 from grantors such as the United Way, Smart Start, and the Kate B. Reynolds Charitable Trust.
- Led a Health Department review process for the Board of Health which resulted in an innovative partnership with the Hot Springs Health Program to provide well-child visits.
- Organized an early childhood dental initiative that provided education, fluoride varnish, and increased services to children and families to decrease childhood dental disease

- Initiated a team approach that empowered staff to improve delivery of services.
- Oversaw development and installation of Health Department computer network.
- Participated in community partnerships and activities including the Madison Community Health Consortium, the Community Child Protection Team and the Juvenile Crime Prevention Council.

Grant Project Coordinator, Madison County Government.....July 1999 – October 2000

- Administered the Madison County Revolving Loan and Grant Program, a collaborative effort between Madison County, Land of Sky Regional Council, USDA Rural Development, and Self-Help Credit Union for the elimination of straight-piping in Madison County.
- Developed and implemented the procedures for taking applications, verifying information, deciding approval, soliciting bids and making payment on program projects for a \$903,000 NC Clean Water Management Trust Fund grant.
- Led a housing initiative to utilize Community Development Block Grant, HOME funds, local resources and community volunteers to reduce the number of people living in sub-standard housing.
- Managed the “release of funds” process for \$402,000 NC Division of Community Assistance Scattered-Site Community Development Block Grant.
- Assisted in developing a successful five-year, \$1.3 million Revitalization Strategies Community Development Block Grant application.

OTHER WORK HISTORY

- Contractor, The Opportunity Corporation May 1999 – July 1999**
- Fundraising Intern, Southern Appalachian Highlands Conservancy..... Summer 1998**
- Assistant Backcountry Manager and**
- Assistant Safety Director, Grandfather Mountain, Inc.March 1995 – August 1997**
- Office Manager, Alliance of American Insurers, Southeast Region.....1992 – 1995**
- Staff Intern, Texas Sunset Advisory Commission Summer 1991**

EDUCATION

- Master of Public Administration, Appalachian State University, Boone, NC..... August 1998**
Minor in Geography and Planning
- Bachelor of Science in Political Science, Appalachian State University, Boone, NC December 1991**
Concentration in Political Communications with a Minor in Sociology
- Certificate in Nonprofit Management, Duke University, Durham, NC March 2007**
Office of Continuing Studies

LEADERSHIP ACTIVITIES

- Results Oriented Management & Accountability (ROMA) Trainer Certification Expected 2012**
- Buncombe County Smart Start, Board Member since 2008, Treasurer 2011 – Present**
- Channels for Child Care Advancement, Board Member since 2007, Treasurer 2008 – Present**
- Buncombe County Cares About Child Care, Member 2007 – Present**
- Buncombe County NC Pre-Kindergarten Committee, Member..... 2006 – Present**
- Madison County Smart Start, Board Member since 2000, Treasurer..... 2005 – Present**
- Leadership Asheville - 27, Fellow 2008 – 2009**
- Natural Resource Leadership Institute, Fellow..... 2000 – 2001**
- State of North Carolina, Emergency Medical Technician 1995 – 2008**
- Boy Scouts of America, Eagle Scout, Order of the Arrow..... 1980 – 1987**

WORK REFERENCES FROM COMMUNITY LEADERS

"In my experience, Brian Repass has a deep working knowledge of the Head Start Program both from a national and local perspective, with many years of experience in the CAO program. Because the Housing Authority provides classroom buildings for the program, we have worked together to increase enrollment of children from our housing developments. Brian has always been responsive to our requests, providing detailed program statistics and creative ideas for outreach."

David Nash, Chief Operations Officer, Asheville Housing Authority

165 S. French Broad Avenue, Asheville, NC 28801, 828-257-2634, dnash@haca.org

"Brian and I serve together on community non-profit boards and committees. This is what I know -- when Brian speaks, I listen closely. He is extremely intelligent and thoughtful and generously shares his extensive knowledge and experiences on children's issues because he knows that working together is how we will find solutions. Brian is very committed to the betterment of children's lives and his influence on me, personally, and the work we collaborate on moves us towards that vision."

Jennie Eblen, Business Owner and Community Volunteer

64 Tuckaway Drive, Asheville, NC 28804, 828-684-5530, jeneblen@aol.com

"It has been my pleasure to work with you on so many different projects through so many years. I spent time trying to come up with a list of all the initiatives, Boards and committees we have worked on together and there were just too many to remember. I always appreciated your tremendous ability to face the really complex, important issues and break them into pieces that were understandable and actionable. Thank you for all the help you have given me so many times. No request for data or trend information was ever too big or too small."

Fran Thigpen, Director, Buncombe County Child Care Services & Parks and Recreation Services

59 Woodfin Place, Asheville, NC 28801, (828) 250-4260, fran.thigpen@buncombecounty.org

"I have known Brian for over 12 years, and have found him to be smart, hard working and very much a team player."

Jerrie Plemmons, Chair, Madison County Partnership for Children and Families

15 Redwood Drive, Hot Springs, NC 28743, 649-0800 x4135, jerryyp@hotspringshealth-nc.org

"Over the past 10 years, I have had the opportunity to work with Brian on a number of community collaborative efforts and recognize he is an excellent ambassador for CAO and Head Start. I have always valued Brian's leadership and intelligent and thoughtful comments he brings to the discussion at hand."

Ron Bradford, Executive Director, Smart Start of Buncombe County

2229 Riverside Drive, Asheville, NC 28804, 828-285-9333, Ron@smartstart-buncombe.net

"One unique asset of a smart leader is the ability to synthesize complex information and distill it to its fundamental elements. What makes that smart leader a wise one is the further ability to convey those fundamentals to varying groups of people, and to generate purposeful discussion and ultimately, consensus. Brian Repass is both that smart and wise leader."

Nancy Alenier, Executive Director, Madison County Partnership for Children and Families

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