



New Hire Orientation
Brief Biographical Sketches

****Please feel free to contact each presenter directly with any questions!****



Angélique Black McKoy
Training Institute Manager
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Angélique Black McKoy is the Training Institute Manager at the House of Ruth Maryland (HRM). In this role, she oversees the efforts of the Training Institute team and ensures the quality of its services with efforts to best meet the educational needs of the community. She is also responsible for creating professional development opportunities that are responsive to HRM's staff and developing a package of technical assistance products that highlight field best practices and serve as a social enterprise for the organization.

Angélique is a seasoned trainer and facilitator as well as a Licensed Professional Counselor and National Certified Counselor (NCC). She has notable counseling experience with a myriad of populations including children and families (child-serving organizations/OMHC), child welfare (treatment foster care), and marriage and singles (pastoral ministry). She is also licensed minister, public speaker, pastoral counselor, and recorded singer.

As a fierce advocate for special needs children and families, her philanthropic work includes serving as Co-Chairperson of the Harford County Special Education Citizens Advisory Committee (SECAC) and a Board Member of Not-Another Child, Inc. in New York City, whose mission is to provide wholeness, healing, and advocacy to communities and families of gun violence and other traumatic events.

Angélique holds a bachelor's degree in Psychology from the University of Phoenix, a CACREP-accredited master's degree in Clinical Mental Health Counseling, and is state-board licensed in Maryland. She has a Certified Trauma Professional certification and a Diversity, Equity and Inclusion in the Workplace certification from the University of South Florida. She is a native New Yorker now thriving in Maryland with her supportive husband and daughter and their loving Terrier.



Jocelyn Broadwick

Training Institute Project Coordinator

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Jocelyn Broadwick is a Project Coordinator with House of Ruth Maryland's Training Institute specializing in survivor-centered projects. She has 10+ years combined experience in communications, education, and nonprofits as a co-founder, communications director, social media manager, photojournalist, and college professor. Previously, Jocelyn ghostwrote the survivor stories of victims of abuse, trafficking, and gender-based violence for Hagar International. In addition, she ran the Writing Center at the University of Maryland, Baltimore. Jocelyn is trained in culturally responsive teaching and learning and frequently integrates contemplative practices into her work. She loves to travel and has done so extensively throughout Latin America, East Africa, and Southeast Asia. Jocelyn earned her MFA in Nonfiction Writing from Goucher College and regularly performs in Baltimore's Highlandtown Arts District, where she lives with her partner, cat, and puppy.



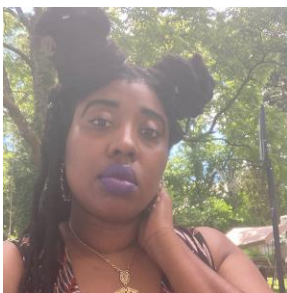
Asjouré Brown

Director of Clinical Services

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Asjouré Brown is the Director of Clinical Services at House of Ruth Maryland (HRM). She began her career at HRM as a Counselor and Teen Outreach Educator before transitioning to the role of Site Lead for Clinical Services in Prince George's and Montgomery Counties. For the past fourteen years, she has continued to provide group and individual counseling to adult and adolescent survivors of intimate partner violence.

Asjouré holds a Bachelor's degree in Communications from Howard University and a Master's in Counseling Psychology from Argosy University. She is a Licensed Clinical Professional Counselor in the state of Maryland.



Charnell Covert

Community Educator

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Charnell Covert is an educator, activist, community organizer, minister and healer. Charnell currently works as the Community Educator for the House of Ruth Maryland, one of the leading

organizations against intimate partner violence in families and communities. A seasoned educator, she is currently faculty in the Women and Gender Studies Department at Towson State University where she uses liberation and creative pedagogy that challenges her students to become servant leaders in their own spheres of influence.

Previous roles include working with FORCE: upsetting rape culture, an anti-sexual assault and intimate partner violence collective, as the community organizer where she helped to lead local, national, and international outreach with community-based organizations while developing new research that centers the voices of survivors of sexual assault and intimate partner violence/abuse. Specifically, she was one of the lead organizers, facilitators, MC, and performers at FORCE's largest event for over 20,000 participants in one weekend held in Washington D.C. at the National Mall called the Final Monument Quilt Display and Healing Festival (May 2019). She started activism, community organizing, and large-scale performance work when she was 14 in her beloved home city of Baltimore. Covert has written three plays all of which center the health narratives and healing stories of Black women and girls and their communities. Through her integrative consulting company, Covert Consulting, founded in 2011, she has served as creative director and contributor to several community-based and national arts projects including but not limited to the New School Social Justice and Arts Conference (2005-2009), Essence's 50th Anniversary Music Festival (2020), and various "dance stories" with original choreography performed by youth dancers from the He Has Risen Dance Ministry also founded by Ms. Covert in 2002.

Charnell has been a fierce advocate for justice for Black folk and people of color, particularly Black women and girls, wherever she goes. Recent movement work includes her work with the #Sayhername and #metoo Baltimore movements, which both center Black women(cis+trans), girls, and non-binary folks' experiences of violence with the police and sexual assault. Her artistic and social justice work has been profiled in print, TV, radio, and social media including but not limited to *The Baltimore Sun*, *Time Out New York*, *The Boston Herald*, BBC World News, and most recently the Library of Congress—the world's largest library and collection of global leaders.

She identifies as a proud and bold victim-survivor of childhood molestation, sexual assault, and intimate partner violence. She uses her platforms of research, teaching, spiritual healing, and performance arts to encourage other victim-survivors, allies, and anyone that the popular culture tends to forget.

You can tune into her podcast *The Healing Journey with Charnell Covert* on all major podcast platforms. Feel free to connect with her on IG and Twitter @justcharnell or Charnell Covert on Facebook so that we can heal the hood together.



Luann Edwards

Managing Attorney

The Marjorie Cook Foundation Domestic Violence Legal Clinic

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Since 2008, Luann has focused on representing victims of intimate partner violence in divorce/custody and protective order proceedings as Managing Attorney for The Marjorie Cook Foundation Domestic Violence Legal Clinic. Before coming to House of Ruth Maryland, she served as an Associate for Thacher Proffitt & Wood LLC and worked for the Planned Parenthood Federation of America. Luann earned her J.D. from the University of Baltimore and a B.A. from Indiana University. She is a member of the Prince George's County Fatality Review Team.



Dominic Goodall

Training Institute Project Coordinator

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Reginald Dominic Goodall is a lifelong Marylander, born in Prince George's County. He studied Criminology and Criminal Justice at the University of Maryland. Passionate about helping his community, he got his start serving others as a volunteer EMT with the Wheaton Volunteer Rescue Squad. Dominic now works at House of Ruth Maryland coordinating the Measuring Success Outcomes Project, helping domestic violence organizations tell the story of the important work they do.



Janice Miller

Director of Stability Services

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Janice Miller has worked with victims of gender-based violence for the past 30 years and is considered an expert in the field. As the Director of Survivor Engagement and Stability Services for House of Ruth Maryland, she oversees House of Ruth's victim service programming, all of which are provided in English and Spanish. Services offered include a 24-hour hotline, outreach to victims in underserved and non-English speaking communities, and outreach after a police-involved incident (Lethality Assessment Program); individualized one-stop service coordination; and residential services, including temporary hotel placements, an 84-bed emergency and transitional housing program, and an innovative community based transitional/rapid rehousing program (Safe Homes Strong Communities) that she developed.

Ms. Miller's strength lies in developing programs that seek to maximize survivor strengths and ownership of their potential, while providing new paths to success. She

is currently the Vice Chair of the Baltimore City Continuum of Care Board, has presented regionally and nationally on innovative programming, and contributes to thinking and policy around the intersections of service provision and victim safety and autonomy. She is currently the project lead on HRM's Measuring Success Outcomes Project, a model standardizing indicators of success while keeping the flexibility to customize programming when working with victim/survivors of IPV, their abusive partners, and the communities they live in. In 2018, Ms. Miller was named one of Maryland's Top 100 Women by the Daily Record.



Lisa Nitsch

Director of Training and Education

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Lisa is responsible for House of Ruth Maryland's intervention services for abusive partners and the Training Institute, which coordinates professional development for staff, external community education, and professional technical assistance. She has been with House of Ruth Maryland since 1998 and has advanced through a variety of positions, including overseeing the agency's Clinical Services for survivors and their children, the Teen Initiative, and the Developmental Childcare Center.

Lisa is an appointed member of the Maryland Governor's Family Violence Council and is on the Board of the National Resource Center on Domestic Violence. She served as Vice President of the national organization, Women in Fatherhood, and as Co-Chair of Maryland's Abuse Intervention Collaborative. She has been on training teams for notable organizations such as Futures Without Violence, Battered Women's Justice Project, Women of Color Network, Institute on Domestic Violence in the African American Community, and the National District Attorneys Association. She has served as an advisor to the United States White House, the National Institutes of Health, the United States Department of Justice's Office on Violence Against Women, and the United States Department of Health & Human Services' Administration for Children & Families.

Her current, but ever-changing, interests include developing programs for abusive partners within disinvested communities that address the dual experience of both holding privilege and being oppressed, increasing access to learning tools for service providers globally, and exploring community-based accountability models for abusive partners beyond the criminal legal system.

Lisa's roots run deep in her hometown of Baltimore City, Maryland, where she proudly works and lives with her remarkably patient husband, incredible nieces, and gentle pit bull.



Stephanie Romano

Training Institute Project Coordinator

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Stephanie has been in the Violence Against Women field for approximately 8 years and has been working at House of Ruth Maryland since 2017. As part of the House of Ruth Maryland's training team, Stephanie provides intimate partner violence trainings to the community and assists in community outreach with partner organizations. Before joining the Training Institute, Stephanie worked in HRM's Development Department, where she was responsible for coordinating donations and maintaining donor relationships. Stephanie has also worked for Hopeworks of Howard County and the Maryland Coalition Against Sexual Assault and holds a Master's Degree in Women's & Gender Studies from Towson University. She is passionate about working to end violence against women and at home enjoys spending time with her two cats (though she's partial to the company of any animal).



Justice Schisler

Director of Development

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Justice has served as the Director of Development for House of Ruth Maryland since September 2021, providing oversight to fundraising and engagement, events, marketing, and social enterprises. Formerly, Justice spent 16 years in public service performing grant administration and policy work for the Governor's Office of Crime Prevention, Youth, and Victim Services, an Executive Branch of Government for the State of Maryland. In this role, much of Justice's work involved intimate partner violence including overseeing the Victim unit, staffing the Governor's Family Violence Council, and serving as Maryland's STOP Violence Against Women (VAWA) Program Manager. Prior to that, Justice was the Director of Alumni Relations at Stevenson University and a Technical Recruiting Manager with Ajilon Services, Inc.

Justice holds a Bachelor's of Science from Stevenson University and a Graduate Certificate in Nonprofit Management from the Notre Dame of Maryland University. Justice grew up in Baltimore City and now resides in Baltimore County.



Josh Sutherland
Chief Financial Officer
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Josh Sutherland has served as the Chief Financial Officer since March 2020, providing oversight of all financial, accounting, and IT groups, while assisting with facility operations. Prior to that, he was the Chief Financial Officer for a large Baltimore based non-profit organization and spent approximately 20 years in public accounting as a Certified Public Accountant (CPA). Josh has spent time on multiple non-profit boards, including time served as a Treasurer for several organizations.

Josh has a BBA in Accounting from Loyola University, Maryland. Josh is from Baltimore City, attended Archbishop Curley High School in Baltimore, and currently resides in Baltimore County, Maryland with his wife and their two children. Josh has been a soccer coach for over 12 years for local soccer recreational and club leagues and is also currently a certified soccer official for competitive games.



Sandi Timmins
Executive Director
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Sandi Timmins has a passion for understanding needs in a community, forming a vision to address those needs, and then bringing the right people together to take real steps toward realizing that vision. The career path that led her to her current position was unconventional. Moving from a long history of working for large corporations, she founded and managed a consulting practice. During that time, the volunteer work she did at House of Ruth Maryland grew ever more important to her, and she came to work directly with the Executive Director on a pro bono basis. Intimately acquainted with the challenges faced by both victims and staff, in early 2009 she was contracted to design and put in place a realignment of the agency that would position the organization for the future. In November 2009, Timmins was appointed Interim Executive Director by House of Ruth's board, and in April 2010, she was appointed Executive Director.

Timmins founded Primary Resource Group, Inc. in 1996. Working initially with for-profit companies, her practice evolved to almost exclusively serve the non-profit community. Working with Executive Directors and Board Chairs, she helped uncover root causes of problems and inefficiencies in their organizations and guided the development of new approaches and structures, positioning them for growth. Through assessment, strategic planning, and implementation that included oversight, training and coaching, Timmins' services consistently helped clients reach objectives.

Timmins' prior experience includes management positions in the retail industry and with the *Baltimore Sun* newspaper. In 1985, she joined *USA TODAY* shortly after the newspaper's launch, establishing a national customer service center to handle a rapidly growing customer base. Her success was based on her ability to respond to continually changing needs of not only the customers being served, but the company as well, by modifying processes, measurements and structures. Throughout, high standards of performance were consistently met. Her background in management in high volume, fast-paced environments enabled her to develop a staff capable of making timely assessments and sound decisions.

Timmins' community involvement includes membership on boards of directors for non-profit organizations.