

APPLICATION FOR APPOINTMENT – Martin County Library Board of Trustees – **Please Print**

Check One: ☐ Mr. ☐ Mrs. ☒ Ms. ☐ Miss ☐ Dr.

RECEIVED

By Donna Gordon at 8:00 am, Sep 17, 2025

Name: Terri Shermett

Residence Address: 8020 SE River Lane Stuart FL 34997
Street - City - Zip Code

Mailing Address: _____
(if different) Street - City - Zip Code

Commission District in which you reside: 4th Staff will complete.

Are you available year round to attend meetings? ☒ yes ☐ no If **no**, what months **are** you available?

Telephone numbers: daytime: 954-649-8774 alternate: _____ alternate: _____
~ Area Codes are considered 772 unless you note otherwise.

EMAIL: tshermett@gmail.com

Have you ever pled guilty or "no contest" to a crime, been convicted of a crime, had adjudication withheld, prosecution deferred, been placed on probation, received a suspended sentence or forfeited bail in connection with any offense (except minor traffic violations)? Please show all convictions, including driving while intoxicated (DUI) convictions. ☐ yes ☒ no If yes, please provide the following information:

TYPE OF OFFENCES: _____

DATES: _____

PLACES (city/state): _____

SENTENCES OR FINES: _____

A conviction record does not necessarily disqualify you for consideration. Factors such as age at time of offense, nature of violation, and rehabilitation will be considered. The Martin County Board of County Commissioners retains the right to remove, at will, any appointee to a Board or Committee with or without cause.

Length of time lived in Florida? 53 years

Involvement with the Martin County Library System to date: Attended several

Community programs hosted by the library & supported the library through advocacy efforts & promoting its services

→ CONTINUED →

What, in your opinion, is the real purpose for having a public library system in the community? _____

① Free access to education, programs & technology ② Social connections & events ③ workplace development ④ cultural awareness

EDUCATION/EXPERIENCE: A resume is recommended to be attached containing this and any other information that would be helpful to the Board in evaluating your application. Resume or letter of qualifications attached? ☒ yes ☐ no

Education: Masters Degree, Educational Leadership
Bachelor Degree, Special Education

Employment Experience: Extensive career in education, non-profit Leadership & community development (see resume)

Other experience you feel would be helpful to the Board in making this appointment: prior

governance & strategic planning experience

Community Experience and Affiliations: National Association Young Children;
Autism Society of America;

Other County Boards/Committees/Task Forces on which you have served: Educational

Advisory Board: City of Hollywood & Dania Beach, & Senior
Advisory Board C.H. of Cooper City

Do you or any member of your immediate family work for Martin County or do you or a company that you are an officer or employee of have an existing contract with Martin County? If yes, please explain:

NA

REFERENCES: Please list two references:

Nicole Dion, PA 561-221-7471 Melody Chaykin 954-801-4012

- Applicant may be required by State Law and County Ordinance to file a Financial Disclosure Statement as part of the appointment process.
- Florida law prohibits an advisory board member from doing business with its agency (the County). Sections 112.313(3) and (7), Florida Statutes. However, upon full disclosure by the Applicant, the conflict may be waived at the discretion of the Board of County Commissioners by a supermajority vote. Section 112.313(12), Florida Statutes.

→ Signature: 

Date: 9/16/25

Applications must be filed with Martin County Administration, 2401 SE Monterey Road, Stuart, Florida 34996 by Friday, October 10, 2025. All information submitted becomes public record. If you have any questions, please call (772) 221.1352 or send email to dgordon@martin.fl.us.

Executive Director

Strategic and results-driven leader with a proven track record in operational excellence, program development, and executive leadership.

Adept at designing and executing high-impact programs that drive organizational growth, stakeholder engagement, and sustainable success. Skilled in financial oversight, process optimization, and cross-functional team leadership to enhance efficiency and impact. Expertise in securing funding, forging strategic partnerships, and implementing scalable initiatives that align with mission-driven objectives. Visionary problem-solver with a data-driven approach to decision-making, ensuring long-term operational success and program effectiveness.

Areas of Expertise

- Strategic Planning & Execution
- Financial Oversight & Budgeting
- Nonprofit Leadership & Governance
- Team Leadership & Talent Development
- Program Development & Management
- Stakeholder Engagement & Partnerships
- Policy Development & Compliance
- Change Management & Organizational Growth
- Operations & Process Optimization
- Fundraising & Revenue Growth
- Grant Writing & Management
- Risk Management & Mitigation

Accomplishments

- Directed \$14.5M in nonprofit operations, maintaining expenditures within 10% of budgeted targets.
- Founded and scaled private special needs school, doubling enrollment in its inaugural year through targeted outreach and program excellence.
- Built and expanded comprehensive Applied Behavior Analysis (ABA) program at Broward Children's Center, achieving profitability within six months and increasing revenue by 30% through strategic service development.
- Secured \$2.2M in federal funding by streamlining agency operations, supporting workforce retention and organizational continuity during the COVID-19 pandemic.
- Revitalized cross-functional leadership culture by establishing data-driven performance metrics, improving departmental accountability and service delivery outcomes.

Career Experience

Executive Director, Integrity Grove Learning Academy, Treasure Coast, Stuart, FL **2025-Present**
Design and execute high-impact programs that drive the school's organizational growth, stakeholder engagement, and sustainable success. Provide financial oversight, process optimization, and cross functional team leadership to enhance efficiency and impact,

- Oversee the daily operations and strategic planning of the academy, ensuring alignment with the institution's mission and goals.
- Lead the development and implementation of educational programs, enhancing the learning experience and outcomes for students.
- Foster strong relationships with parents, staff, and the community to support the academy's initiatives and growth.
- Manage the academy's budget, ensuring financial stability and resource allocation to key areas.
- Ensure adherence to educational standards and regulatory requirements, maintaining the highest level of integrity and ethical practices.

Executive Director, Pace Center for Girls, Treasure Coast, Fort Pierce, FL **2024 - 2025**
Direct center-wide operations with focus on increasing enrollment, advancing academic success, and reinforcing workforce stability. Lead organizational transformation by cultivating culture rooted in accountability, continuous improvement, and empowerment for at-risk girls. Enhance operational resilience through strategic planning, community engagement, and sustainable development initiatives. Strengthen stakeholder alignment and program delivery by optimizing internal systems, establishing institutional partnerships, and driving strategic communication efforts.

- Achieved performance benchmarks across program outcomes, staffing continuity, and participant engagement.
- Secured eight competitive grants, diversifying revenue streams and fortifying program longevity.
- Launched mentoring framework recognized by the Department of Juvenile Justice for measurable impact and innovation.
- Devised and implemented Continuity of Operations Plan (COOP), ensuring preparedness and uninterrupted service delivery during crises.
- Executed multifaceted marketing campaign incorporating monthly external fundraising events, increasing unrestricted revenue and broadening outreach.

- Elevated program enrollment by 25%, extending access to trauma-informed educational and counseling services for girls across the region.
- Strengthened employee retention by 20% through customized professional development and culture of recognition and growth.
- Amplified community engagement by 30% via targeted outreach initiatives and strategic partnerships.
- Rolled out life skills curriculum leading to measurable improvement in academic and behavioral outcomes for 90% of participants.
- Initiated structured board onboarding and training program, enhancing governance effectiveness and driving 40% uplift in fundraising performance.
- Featured in live WPBT interview, raising visibility of Pace's mission and bolstering public and stakeholder support for ongoing initiatives.

Executive Director, Lighthouse for the Blind of the Palm Beaches, West Palm Beach, FL

2023 - 2024

Spearheaded strategic initiatives by shaping and implementing comprehensive frameworks to achieve organizational objectives. Oversaw governance, financial stewardship, and daily functions to align operations with the organization's mission. Established and drove priorities, tactical approaches, and long-term outcomes. Administered financial planning, ensuring fiscal responsibility while optimizing resource allocation. Strengthened community presence through stakeholder engagement, advocacy, and partnership cultivation.

- Formulated and oversaw annual financial plans, maintaining fiscal accountability and operational efficiency.
- Architected and executed business strategies while securing and surpassing ambitious fundraising targets.
- Directed operational workflows and business functions, ensuring alignment with strategic goals and mission-driven objectives.
- Directed service delivery team, increasing program reach by 30% for individuals who are blind or visually impaired.
- Secured over \$500,000 in financial support through competitive grants, individual contributions, and high-impact fundraising events.
- Grew community outreach by 40%, establishing strategic alliances with local partners and key stakeholders.
- Championed advocacy efforts that led to two policy reforms, enhancing access to essential services for the visually impaired community.
- Designed and rolled out targeted staff development program, boosting employee retention by 25% and enhancing program effectiveness.
- Strengthened financial resilience by 15% through operational optimization and revenue diversification strategies.
- Featured in live televised interview on "Shining a Light" with TA Walker, elevating public awareness of organizational services and advancing community engagement and advocacy for the blind and visually impaired.

Hunger Relief Vice President, United Way of Palm Beach County, West Palm Beach, FL

2022 – 2023

Devised and enforced robust county-wide Hunger Relief (HR) strategic plans by facilitating collective impact framework for realization of desired objectives. Directed and executed priorities, tactics, and desired outcomes; re-evaluated activities as required in close interaction with community, leaders, and funders. Cultivated and maintained consensus and forged collaboration and growth with county-wide HR coalition and appropriate committees and subcommittees. Established strong community partnerships with traditional and non-traditional stakeholders around HR. Built and maintained trusted relationships with personnel and partners for identifying and addressing food security and hunger issues. Communicated with major agencies, donors, policymakers, and other stakeholders for implementation of partnership initiatives and specific strategies aligned with HR strategic plan.

- Mobilized stakeholders and refined HR committees and subcommittees to track hunger trends across community.
- Led executive HR advisory council, committees, and subcommittees and actively participated in major meetings with stakeholders to discuss current and future activities, while actively partaking in relevant community, state, and national task forces, commissions, and committees.
- Pinpointed, evaluated, and communicated major successes and challenges; Collected and compiled regular progress reports aligned with planned evaluation strategies and funding requirements.
- Coordinated Telethon and Social Media Marketing campaign on food insecurities, federal food programs, and Reauthorization of Farm Bill.
- Launched strategic community engagement initiative, increasing service visibility and generating 50% rise in client referrals.
- Streamlined operational workflows, cutting costs by 15% through improved efficiency and optimized resource utilization.
- Led enterprise-wide training and development efforts, boosting employee retention by 30% and enhancing client service outcomes.
- Assessed and negotiated insurance partnerships to deliver comprehensive, cost-effective benefits solutions for staff and organizational coverage.

Chief Executive Officer, Ann Storck Center, Inc., Fort Lauderdale, FL

2019 – 2022

Orchestrated 250 indirect and 12 direct reports and \$14.5M budget. Directed entire facets related to improving children and adults' lives with developmental disabilities issues via proper leadership of center and spearheaded all grade levels educational, adult day training, innovative therapies (OT, PT, SLP, Behavior), residential services, dietary, facilities, transportation, accounting, HR, grant applications/management, medical, and psychiatric services programs activities. Generated comprehensive reports and documents directly presented to Board of Directors for informed decision-making and devised and implemented three-year strategic plan in line agency's mission, vision, and corporate success in close

interaction executive leadership team. Designed appropriate policies to oversee residents, clients, and staff regarding COVID-19, and enforced essential precautions in place. Created and introduced private school program to serve at-risk children and families after receiving approval from Florida Office of Independent Education and Parental Choice, negotiating contracts to offer internship to nursing and therapy students. Headed all contract negotiations with Broward Schools, proposing transportation services to preschool ESE students.

- Attained \$25K worth of donated gloves, masks, and testing kits for residents and staff.
- Secured \$2M+ in Payroll Protection Plan during pandemic, keeping all staff employed.
- Supervised all fundraising activities, including revising development plan, vetting new marketing platforms, and optimizing \$200K within first five months of new project.
- Achieved \$85K endowment by chairing annual educational and mental health seminars with parents and caregivers; engaged major experts from Florida Voice on Developmental Disabilities and Arlene Lakin Memorial Fund as needed.
- Negotiated \$2M insurance contract used for damaging from Hurricane Irma at Center; secured further FEMA funding for immediate facility repairs, including roofs, generators, and hurricane impact windows.
- Recognized as first Intermediate Care Facility in State to require mandatory COVID vaccinations for staff caring for medically compromised individuals by arranging for pro-bono employment legal counsel; aiding in drafting and applying policy.
- Secured county grant for organizing series of advocacy training, parent education classes, and support groups.
- Created and applied advanced performance metrics to amplify operational processes, pinpoint opportunities to control costs, and promote collaborative culture across organization.
- Initiated and executed community engagement strategy, boosting service visibility and driving 50% surge in client referrals.
- Optimized internal workflows, achieving 15% reduction in operational expenses through enhanced process efficiency and strategic resource management.
- Directed organization-wide training initiative, resulting in 30% improvement in staff retention and elevated quality of service delivery.
- Evaluated and secured partnerships with insurance providers to ensure access to cost-efficient, inclusive benefits packages for both personnel and organizational needs.

Chief Operations Officer, Broward Children's Center, Inc., Pompano Beach, FL

2016 – 2019

Steered 130 indirect and 8 direct reports and program budget worth \$3M. Executed and advanced entire operations and programs for non-profit company, delivering wrap-around services to adults and children with special needs. Managed two schools and three group homes for medically complex adults; arranged therapy and social services, extended pediatric days, skilled nursing inpatient facility, transportation, dietary, and facilities maintenance. Enhanced efficiency, promoted employee engagement, and fostered supportive culture via re-creation of onboarding process. Communicated with HR to implement effective diversity policies aligned with center's code of conduct, philosophy, mission, and values.

- Accelerated 12% increase in usage via execution of an effective marketing plan regarding Family Strengthening Program.
- Minimized transportation costs by \$500 per month; reduced 7% operating costs via contract negotiation with vendor contracts.
- Oversaw and achieved over million+ dollars of grant funding: 5310 transportation grants, National School Lunch Program Kitchen Equipment Grant, Broward CSC after-school and summer programs, family strengthening, in-home/out-of-home respite, and advocacy by authoring, granting, and managing local, state, and federal grants.
- Participated in successful county audits to review program operations and fiscal accountability.
- Funded new behavior therapy program by writing business plan and winning grant for \$235K per year from Taft Foundation, converting program into profitable within 6 months.
- Selected to serve on multiple municipal advisory panels, including the Education Advisory Board (City of Hollywood), Education and Youth Services Advisory Board (City of Dania Beach), and Senior Advisory Board (City of Cooper City).
- Directed daily operations of pediatric care facility, ensuring consistent delivery of specialized services to over 300 children with complex health conditions.
- Enhanced workforce stability by 18% through the launch of structured mentorship initiatives and continuous professional growth programs.
- Orchestrated comprehensive fundraising initiative, generating \$750,000 to support both operational needs and capital improvements.
- Achieved 90% success rate in advancing children's health and developmental benchmarks through strategic program enhancements.

Executive Director, College Living Experience, Davie, FL

2013 – 2016

Coordinated 6 direct and 12 indirect reports along with budget of \$2M. Steered overall student programs, safety, center operations, marketing, funding, and progress. Actively partook in state, national, and local conferences on transitioning to adulthood; chaired orientations, open houses, and community resource fairs via school's outreach and exposure management. Offered independent living

skills training by supervising case management for clients with mental health issues.

- Formed and applied robust strategic marketing plan for driving awareness of programs and services, increasing school enrollment by 20%.
- Lessened 8% operating costs and amplified income by identifying appropriate options for controlling operational costs and augmenting school's services and enrollment activities.
- Formed Memorandum of Understanding with Psychology Department and Nova Southeastern University Occupational Therapy Department for using interns in coordinating individual and group therapies.
- Boosted student retention by 20% through implementation of individualized support strategies encompassing academic tutoring, mentorship programs, and social-emotional learning initiatives.
- Spearheaded targeted marketing and outreach efforts, expanding program visibility by 40% across high-priority regions.

Career Note

Additional experience as *Exceptional Student Education (ESE) Teacher (PreK-12 grade), Adult Education Teacher (Adult Basic Education, GED, and High School Mathematics) ESE Specialist, ESE Area Program Specialist, Elementary Assistant Principal at Broward County Schools as well as Corporate Trainer and Restaurant Manager at S&A Corporation (Bennigan's and Steak & Ale Restaurants).*

Coordinator 1, Pre-school ESE Programs, Broward County School Board, Fort Lauderdale, FL, 1992 – 2013

- Led 264 indirect and 12 direct reports and fiscal budget of \$3M.
- Attained \$1M+ funds via development of state grants for Individuals with Disabilities Education Act (IDEA).
- Enhanced diversity in school population and programs by 12%.
- Increased student achievement and met FL State Performance measures.
- Chaired Florida State's Early Adopters Committee to pilot and decide on assessment tool required to pre- and post-assess preschoolers with special needs.
- Recruited, onboarded, and coached certified educators; launched specialized workshops addressing evolving needs of educators, families, and children with disabilities.
- Designed and executed staff training framework, enhancing instructional performance and improving student achievement by 25%.
- Elevated developmental progress by 25% through data-driven interventions and customized Individualized Education Plans (IEPs).
- Influenced district-level policy reforms, securing expanded funding and resources to strengthen early childhood special education initiatives.

Education

Master of Science (MS) in Educational Administration & Leadership, Nova Southeastern University, Miami, FL

Bachelor of Science (BS) in Special Education, Florida International University, Miami, FL

Licenses & Certifications

Florida Department of Education Professional Educator's Certificates – Educational Leadership (Grades K-12); Pre-K-Primary (3-year-old – 3rd grade; Varying Exceptionalities (Grades K-12) | Specific Learning Disabilities (Grades K-12), CPR/AED

HIPPA FERPA and MANDT (Management of Aggressive Behavior)

Safety Serve Food Handling Certification

ALICE Training (Alert, Lockdown, Inform, Counter, Evacuate)

Presentations

"Early Signs of Autism" at NAYEC Conference | "Developmental Stages and PBS (Positive Behavior Supports) in Early Childhood Classroom" at BAEYC | Florida Department of Education (DOE) AMM Conference: "Full Preschool ESE Inclusion Programs"

Transition life after high school; executive functioning skills; Board Development; Parenting Skills and Child Development

Strategic Planning and SWOT; Being Effective Leader Clifton Strengths

Affiliations

National and Broward Association for Education of Young Children | Broward Special Needs Council | Early Childhood Association of Florida | Council of Exceptional Student Curriculum | Autism Society of America | Friends of Early Learning | University of Miami Education Advisory Board Member | Former Educational Advisory Board Member