

PAMELA L. DARNALL
199 White Tail Circle
Shepherdsville, KY 40165

EDUCATION

Spalding University, Louisville, Kentucky M.A., 1991

Gardner Webb College, Boiling Springs, North Carolina B.A., 1984

PROFESSIONAL EXPDRIENCE

Family and Children's Place, Inc.
President/CEO January, 2014-Present

- ❖ Leadership of large, nationally-accredited regional community based social service/mental health organization with four locations, focused on the prevention and treatment of child abuse, serving seven counties in Kentucky and five counties in Southern In. Programs include: nationally-accredited Child Advocacy Center, Family Counseling and Supervised Visitation, School Based Services, and HANDS home-visiting service. Head Start/Early Head Start services began in 2019.
- ❖ Accomplishments include: successful merger of two agencies; working directly with fundraising staff leadership to create successful fundraising strategies and to secure major gifts and to exceed fundraising targets; collaboration and merger with community programs; expansion of Healthy Families Hands program; successful collective impact work with numerous partners; successful strategic transition of services to other community groups; achieving first ever Healthy Families national accreditation; established second office in Southern In; creating partnerships with local service providers to provide Head Start/Early Head Start in Jefferson County.

Chief Operating Officer 2008-2013

- ❖ Leadership of all agency services, ensured services were of the highest quality, provided in a timely and effective manner, while operating within annual budgets, agency policies, and program contracts, assuring service outcomes are within targets each year and accreditations are achieved. Developed new and innovative services and programs and managed entire agency quality improvement process. Assisted with major fund development for all services. Served in place of the President/CEO in his/her absence.
- ❖ Accomplishments include: assisted with successful comprehensive campaign raising 10 million for new campus including helping secure lead 2 million dollar gift; development of new staff leadership and succession planning initiative; transition all Hands services in Jefferson County to Family & Children's Place; achieved first Healthy Families Association accreditation in Kentucky; expanding services in Southern Indiana;

The Family Place: A Child Abuse Treatment Agency, Inc.
President 2002 to 2008

- ❖ Leadership of a community based social service/mental health organization focused on the prevention and treatment of child abuse. Programs include model programs of treatment for child sexual abuse, specialized early childhood education and court-ordered supervised visitation of children and parents. Directed execution of all program administration, public relations, fund development, fiscal management and board support and supervised management staff.
- ❖ Accomplishments include: managing highly successful funding campaign raising 2.7 million for renovation and purchase of first owned site for agency; implementation of Continuing Quality Improvement; two national accreditations achieved and maintained; achieved first ever 4 Star statewide quality rating for Children's Program; first ever agency visit by Governor resulting in new state funding; successful merger with Family and Children First.

The Family Place: A Child Abuse Treatment Agency, Inc.

Director of Programs 1999 to 2002

- ❖ Responsible for overall development and direction of agency's direct service programs and a member of the agency management team providing overall planning and agency direction. Developed program initiatives to meet the needs of clients and the community. Managed all program personnel matters and assured proper maintenance of client and agency records for all program areas. Maintained all statistical data including outcomes for all program services, and assured all reporting requirements are fully met. Served as staff liaison to the Program Committee of the Board of Directors and created new collaborative partnerships with other agencies. Served as Interim President.
- ❖ Accomplishments include addition of supervised visitation service; maintained accreditations and developed and directed agency's Quality Assurance Program; instrumental in obtaining first UPS Regional grant of \$100,000; instrumental in award of first direct federal grant funding, and successfully achieved first and on-going Metro United Way funding for Children's Program.

The Family Place: A Child Abuse Treatment Agency, Inc.

Children's Program Director 1994 to 1999

- ❖ Responsible for overall direction and coordination of Children's program including early childhood education and therapeutic child care for children experiencing family violence and/or child abuse. Responsible for oversight of all direct service to young child victims and their caregivers through individual, family, and group intervention. Maintenance of national accreditation, state child care licensure, and all regulatory oversight. Direct supervision of leadership staff. Created partnerships with other agencies to promote understanding of effects of child abuse in the community through networking, professional development, and community education and training.
- ❖ Accomplishments include significant work with agency in achieving first national accreditation from Council on Accreditation; streamlining staffing of program to create efficiencies and reduction of expenses; enhancement of partnership with JCPS resulting in significant revenue increase.

Cabinet for Families and Children

Family Services Office Supervisor 1988 to 1994

- ❖ Supervised teams of six to nine professional and clerical staff responsible for intake and investigation of all types of child abuse/neglect reports, and teams responsible for Child Protective Services. Responsible for staff orientation, training, and performance evaluation. Responsible for crisis on-call coverage for all types of child abuse/neglect situations for entire team. Worked closely with police, court system, and other community resources to provide services to children and families.
- ❖ Accomplishments include assisting with developing and delivering state-wide training for staff in assessment of child sexual abuse.

Cabinet for Families and Children

Family Services Worker (Child Protection) 1985 to 1988

- ❖ Served families involved with Child Protective Services, including crisis on-call twenty-four hours a day.
- ❖ Accomplishments include organizing and supervising team of paraprofessional home service aids who provided in-home services to families involved with Child Protective Services.

LEADERSHIP DEVELOPMENT / TRAINING

- ❖ Bingham Fellows Class 2015 of Leadership Louisville Center
- ❖ Presenter at Center for Non-Profit Excellence Conferences 2015 & 2009
- ❖ Recipient of Alden Fellows Leadership Fellowship 2014
- ❖ Graduate Leadership Louisville 2013
- ❖ Graduate Executive Leadership Institute University of Michigan 2011
- ❖ Presenter Alliance for Strong Families and Communities Executive Leadership Conference 2011

- ❖ Presenter Regional Private Foundation Funder Conference 2009
- ❖ Graduate Leadership Louisville Network for Non-Profits 2004
- ❖ Trainer Early Childhood Education and Child Care Providers Conferences 1996-1997

COMMUNITY SERVICE ACTIVITIES

- ❖ Chair Kentucky Recovery Ready Community Advisory Council
- ❖ Alliance for Strong Families and Communities Fundraising Marketing Communications Committee
- ❖ Member of Louisville Metro Dept. of Public Health Healthy Babies Advisory Committee
- ❖ Co-Chair of Face It Policy Committee
- ❖ Member of Domestic Violence Prevention Council
- ❖ Board Member of Center for Non-Profit Excellence
- ❖ Member Jefferson County Early Childhood Local Council 2003-2006
- ❖ Member Governor's Early Childhood Initiative Committee 2000-2003
- ❖ Volunteer Louisville Iron Man 2007-2009
- ❖ Volunteer Girls on the Run 2001
- ❖ Volunteer Habitat for Humanity 2000 Helped build home for Habitat's "Habitat for Women" Program

AWARDS/HONORS

- ❖ Louisville Business First Leadership Trust Member
- ❖ Louisville Business First Most Admired CEO Award 2021
- ❖ Center for Non Profit Excellence Award for Collaboration 2018
- ❖ Louisville's Business First Enterprising Woman making A Difference Award Recipient 2016
- ❖ Community Foundation of Louisville Alden Fellow Inaugural Class 2015
- ❖ Family & Children's Place recipient of Greater Louisville Inc. Incredible Award for Non-Profits 2015
- ❖ Family & Children's Place recipient of Business First Healthiest Employer Award 2015
- ❖ Summa cum laude (Graduate and Undergraduate)
- ❖ Dean's List (Graduate and Undergraduate)
- ❖ Psi Chi Honor Society
- ❖ Psychology Award Recipient

PROFESSIONAL ORGANIZATIONS

- ❖ Leadership Louisville Alumni Association
- ❖ International Women's Forum Kentucky Chapter