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BAC-3574

Board Name	Crime Prevention & Control Commission	Status	In Process
Salutation	Mrs.	Type	Appointment
First Name	Gabriela	Preferred Email	gabriela.n.sandoval@gmail.com
Last Name	Sandoval	Other Email	
Contact Name	Gabriela Sandoval	Preferred Phone	3036215992
Middle Name		Other Phone	3039544580
MMAC Trans. Mode Group			

Work and Home Address

Work Address	1331 Cherokee St.	Home Address	[REDACTED]
Work City	Denver	Home City	[REDACTED]
Work State	CO	Home State	[REDACTED]
Work Zip	80204	Home Zip	[REDACTED]

Additional information

Are you a registered voter?	Yes	Gender	Female
If so, what county?	Denver	Other Gender	
Denver City Council District No	6	Race/Ethnicity	Hispanic
Occupation/Employer	City of Denver, Management Analyst at DPD Conduct Review Office	Other Ethnicity	
		Objection to appointment?	No
		Special Information	

Reference Details

Reference Name #1	Julianne Maron	Reference Email #1	juliannemaron@gmail.com
Reference Phone #1	3038818778		
Reference Name #2	Aubrey Lavizzo	Reference Email #2	alavizzo@comcast.net
Reference Phone #2	3036185016		
Reference Name #3	Jill Dorancy	Reference Email #3	jdorancywilliams@gmail.com
Reference Phone #3	3035228803		
Owner	Denver Integration	Created By	Denver Integration, 2/15/2018 5:00 PM
		Last Modified By	Denver Integration, 2/15/2018 5:00 PM

Notes & Attachments

EDUCATION

University of Denver, Sturm College of Law, Denver, Colorado
J.D., May 2004

Colorado State University, Ft. Collins, Colorado

B.A., Communication; Minor in Philosophy, May 1999

Honors: Communications Departmental Scholar

Policy Intern in Colorado State Legislature/House of Representatives; Studied abroad in Australia

CURRENT EMPLOYMENT

City of Denver, DPD Conduct Review Office

- Management Analyst II

- ✓DPD formal disciplinary case review and examination
- ✓Thorough review of IAB case file
- ✓Determine relevant facts, regulations, and policies
- ✓Discuss any necessary follow-up IAB investigation
- ✓Analyze proper application of relevant regulations, policies, and training bulletins
- ✓Draft Review and Findings Reports for submission to stakeholders (including the Chief of Police, Deputy Director of Safety, Office of the Independent Monitor, and City Attorney's Office). Include any updates that need to be incorporated into the final report.
- ✓Draft Chief's Written Command documentation
- ✓Analyze and process Scheduled Discipline and vehicle eluding/pursuit cases

CO Dept. of Labor & Employment, Division of Labor Standards and Statistics

- Bilingual Compliance Investigator

- ✓Analyze proper application of wage and hour statutes, policies and procedures, maintain the administrative record per established policies and procedures
- ✓Determine the appropriate investigation method using established policies, procedures and guidance promulgated by the Division
- ✓Analyze information, plan and conduct investigations, determine whether finding of compliance or violation is appropriate, including violation severity
- ✓Issue Citations and Notices of Assessment or Findings of Compliance/No Violation

PREVIOUS EMPLOYMENT

Law Office of Gabriela N. Sandoval, LLC

- Court Appointed Child & Family Investigator (CFI), 2012-2016

- ✓Independent desk and field investigations
- ✓Interviews with litigants, youth, and identified collaterals
- ✓Child and family home visits and observation
- ✓Credibility assessments
- ✓Record requests and review
- ✓Statutory and fact-finding analysis
- ✓Court report writing
- ✓Recommendations to counsel, parties, and the Court as to parental responsibility and decision-making
- ✓Compliance with applicable CFI and Family Law statutes and applicable Chief Justice Directives

GABRIELA NAOMI SANDOVAL

Phone: 303.621.5992, E-Mail: Gabriela.N.Sandoval@Comcast.com

- ✓ Prepare for and testify in District Court
- ✓ Qualified for court appointments in Spanish speaking cases

•Guardian *ad Litem* for children and youth in Dependency & Neglect, Juvenile Delinquency, Unaccompanied Refugee Minor and Appeals cases, 2007-2012

- ✓ Independent investigations
- ✓ Legal representation of child's best interests in Denver Juvenile Court
- ✓ Present recommendations to Denver Juvenile Court regarding placement, visitation, parenting time, special services, relocation, safety & well being of child
- ✓ Court appointed with Educational Decision-Making Authority in select cases
- ✓ Build working relationships with children & youth, respondent parents, social caseworkers, foster parents, kin, therapists, school personnel, Assistant City Attorneys, Respondent Parent Counsel, mediators, judicial staff and community supports
- ✓ Continually assess and evaluate best interests of child

VOLUNTEER ACTIVITIES/PAID INTERNSHIP

Jefferson County Mediation Services (attorney-mediator), 2014-2015
Denver CASA Board of Directors and Inclusiveness Committee Co-Chair, 2013
Project Safeguard, Legal Clinic 2007-2009
Rocky Mountain Children's Law Center, Pro Bono Attorney, 2007
Environmental Defense, Boulder, CO 2000
Sierra Club (legislative/renewable energy focus), 2000

PROFESSIONAL ASSOCIATIONS, SKILLS

Licensed to practice law in Colorado, Virginia and before the U.S. District Court (Colorado)
Board Certified Child Welfare Law Specialist (CWLS)
Proficient in Spanish (speak and read)
Outward Bound, Graduate of the leading adventure-based education program in the world, emphasizing: expeditionary learning, high-performance team dynamics, environmental stewardship, and wilderness skills training: 1991, 1993, & 1995

PUBLICATIONS, CONTINUING LEGAL EDUCATION

Colorado Child & Family Investigator Pilot Training Sponsored by SCAO, 2012
Faculty, Juvenile Law CLE, *Juvenile Law Hot Topics, Linking Animal Cruelty & Child Abuse*, March 2009
The Colorado Lawyer: *Service, Therapy and Emotional Support -Animals*, July 2015; *Animal Related Legal Disputes: Litigation, Alternative Dispute Resolution and Court Appointments*, December 2013; *Easing the Apprehensive Witness: Court Facility Dogs*, April 2010; *The Basics of Pet Trusts for Estate Planning -Attorneys*, May 2008
Trained Mediator: Introduction to Mediation: 45 Hour Training: Conflict Management Consultants, LLC (July 2013) and Domestic Mediation - 40 Hour Training: Conflict Management Consultants, LLC (September 2013)
The Safe & Together Model, Center for Domestic Violence, CU Denver: Strength-based approach to the intersection of Domestic Violence and Child Maltreatment (January 2015)
Youth Mental Health First Aid certification (March 2015)
Juvenile Delinquency Representation: Excellence (March 2016)



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BAC-3572

Board Name	Crime Prevention & Control Commission	Status	In Process
Salutation	Mr.	Type	Appointment
First Name	Leo	Preferred Email	cvcdirector@dicp.org
Last Name	Alirez	Other Email	
Contact Name	Leo Alirez	Preferred Phone	720-275-1739
Middle Name		Other Phone	303-350-5565
MMAC Trans. Mode Group			

Work and Home Address

Work Address	1212 Mariposa/2525 S. Decatur St	Home Address	[REDACTED]
Work City	Denver	Home City	[REDACTED]
Work State	CO	Home State	[REDACTED]
Work Zip	80204/80219	Home Zip	[REDACTED]

Additional Information

Are you a registered voter?	Yes	Gender	Male
If so, what county?	Denver	Other Gender	
Denver City Council District No	4	Race/Ethnicity	Hispanic
Occupation/Employer	Denver Inner City Parish, Non-Profit	Other Ethnicity	
		Objection to appointment?	No
		Special Information	

Reference Details

Reference Name #1	Anne Kleinkopf	Reference Email #1	annekleinkopf@msn.com
Reference Phone #1	720-219-6253		
Reference Name #2	Joe Aragon	Reference Email #2	joe.aragon@denvergov.org
Reference Phone #2	720-383-6450		
Reference Name #3	Vance Watson	Reference Email #3	vwatson@mastersgalleryfoods.com
Reference Phone #3	303-884-9040		
Owner	Denver Integration	Created By	Denver Integration, 2/14/2018 3:34 PM
		Last Modified By	Denver Integration, 2/14/2018 3:34 PM

Notes & Attachments

Professional Bio.docx

CV.docx

Mr. Leo Alirez Ph.D., CACIII, NGCRC

Thank you for allowing me to introduce myself. My Name is Leo Alirez. I am a Native of Denver Colorado. I have an honorary Ph.D. through the Denver Institute of Urban Studies and Adult College, I am a Certified Addiction Counselor III and have an equivalency BA in Addictions with a Minor of High-Risk Youth from Metropolitan State College of Denver and Odyssey Training Center. I am also dually certified with National Gang Crime Research Center (NGCRC) in Advanced Gang Identification and Advanced Gang Counseling Techniques.

It was a way of life – it was in the cards. I didn't question it, I was a good soldier. Then on December 28, 1999 my mother came to visit me in lock-up. She broke down and through her tears and sorrow made it clear to me that my life style was eating her alive. Back in my cell I realized that I was showing loyalty to my gang but not to the woman who gave me breath. She had every reason to write me off but didn't. That moment in the cell led to sobriety and the realization that my life was going to look different upon my release. With a wife and a young family at home I knew it was up to me to stop the generational curse. I am now fully gang-disengaged and in sobriety for over twelve years and have been attempting to change and save lives daily.

In August of 2006, I designed a Gang-Disengagement program called Life-Line. Life-Line is currently a unit under Denver Inner City Parish and has City, State, and non-profit collaborations. Some collaboration consists of: Probation and Parole (Juvenile/ Adult), Denver Police Department (Gang-Unit), Gang Reduction Initiative of Denver (GRID), Colorado Criminal Justice Reform Coalition (CCJRC) and other organizations through the Metro State of Denver

Colorado. This important and unique approach is geared to meet all three structures of gangs (Militant, Independent, and Highbred). This unique approach addresses grief and loss issues associated with gang life provides case-management, school and job placement, tattoo removal, clothing exchange, and immediate crisis intervention housing if case meets criteria.

Although the work has been hard and I've seen progress, there is more that can be done. This work is near and dear to my heart, as I know firsthand the results of negative and positive reactions to societal issues and realities. This is the reason why I made the choice to obtain education and pursue opportunities to assist youth and adults in gang-disengagement and recovery while becoming a productive member within their family and the communities.

Leo Alirez Ph.D., CACIII, NGCRC: Director of College View Community Center/Life-Line Intervention Services.

Leo Alirez , Ph.D., CACIII, NGCRC

◆ (720) 275-1739 ◆ cvcdirector@dicp.org

Curriculum Vitae

EMPLOYMENT

Denver Inner City Parish- Denver, CO

Director: College View Community Center / Life-Line, September 6th, 2015-present

Impact Empowerment Group- Denver, CO

Director of Outreach, April 2015-September 2015

Gang Reduction Initiative of Denver-Denver, CO

Outreach Worker, April 2015-September 2015

DENVER INNER CITY PARISH- Denver, CO

Program Manager/Case-Manager, 2012-April 2015

LIFE-LINE COLORADO- Denver, CO

Founder & Director of Operations, 2012-present

DENVER AREA YOUTH SERVICES- Denver, CO

Treatment Coordinator/Program Director, 2009-2012

HAVEN CORPORATION - Denver, CO/Colorado Springs, CO

Program Manager/Counselor, 2008-2009

IDEAS DIRECTED AT ELIMINATING ABUSE - Denver, CO

Program Coordinator/Counselor, 2003-2008

EDUCATION

Denver Institute of Urban Studies and Adult College- Denver, CO

Ph.D. (Public Service).

METROPOLITAN STATE COLLEGE OF DENVER - Denver, CO

Certified Addiction Counselor III

ODYSSEY TRAINING CENTER - Denver, CO

Certified Addiction Counselor III

PROFESSIONAL CERTIFICATIONS

NATIONAL GANG CRIME RESEARCH CENTER- Chicago, IL

- Advanced Gang Identifications/Systems
- Gang-Counseling Techniques

- Gang-Counseling Disengagement
- Gang-Interviewing/Assessments

GANG AWARENESS TRAINING EDUCATION (GATE)

High-Risk Youth Studies Certification

NATIONAL FATHERHOOD LEADERS GROUP (NFLG)

PARENTS ON A MISSION (POM)

DRIVING WITH CARE (DUI) FOR ADULTS

DRIVING WITH CARE (DUI) FOR ADOLESCENTS

PATHWAYS TO SELF-DISCOVERY AND CHANGE

SELF MUTILATION/SELF HARM

ADOLESCENT SUBSTANCE USE AND ASSOCIATED DISORDERS

SPOUSAL ASSAULT RISK ASSESSMENT (SARA)

ADDICTION SEVERITY INDEX (ASI)

CONFERENCES AND ROUNDTABLES

Invited Speaker

Stride Alternative High School: "*Gang-Identification and Anti-Bullying*" Denver CO, 2013

Invited Speaker

Metropolitan State College Of Denver: Criminal Justice. "*Gang-Identification and Disengagement Techniques within the therapeutic community*" Denver CO, 2010

Invited Speaker/Trainer

Department of Youth Corrections: Central Division "Gang Identification, Gang Structures, Graffiti cognizant and Gang-Disengagement techniques," Denver CO, 2009

Invited Speaker/Trainer (Multiple Engagements)

Gang Rescue Initiative of Denver "*Gang Identification, Gang Structures, Graffiti cognizant and Gang-Disengagement Techniques,*" Denver CO, 2009-2014

Invited Speaker/Trainer (Multiple Engagements)

Denver Housing Authority Property Sites (DHA) "Gang Identification, Gang Structures, Graffiti cognizant and Gang-Disengagement Techniques," Denver CO, 2009-2014

SERVICE

- City and County of Denver, Gilliam Detention Center, Inmate population, 2003
- City and County of Aurora, Jefferson Hills Detention Center, inmate population, 2001-2003
- Case consult under Youth Offender research experts LLC for Gang-Disengagement, 2014

Leo Añez, Ph.D., CACIII, NGCRC

E-mail: cvcdirector@dicp.org Phone: 720-275-1739

Objective

I am especially interested in a carrier that allows me to fully utilize my experience and training in a disciplined and secure work environment that is conducive to professional growth.

Work experience

Denver Inner City Parish Director. College View Community Center and Life-Line September 6th, 2015 to present.

- Oversee all building and recreational activities in accordance to Denver Parks/Rec and Department of Regulatory Agencies.
- Provide weekly clinical supervision for three therapists under DORA and OBH standards/guidelines.
- Provide individual and or group therapy (CBT, SA, AR, Gang-Disengagement)
- Provide community sessions at home, detention centers, and or schools.

Impact Empowerment Group Director of Outreach April 2015 to September 1st, 2015.

- Provide weekly clinical supervision for three therapists under DORA and OBH standards/guidelines.
- Provide individual and or group therapy (CBT, SA, AR, Gang-Disengagement)
- Provide community sessions at home, detention centers, and or schools.

Life-Line Founder/Director April 2012 to Present

- Provided weekly clinical supervision three employees under DORA, OBH standards/guidelines
- Provided weekly individual and or group therapy (CBT, SA, AR, LS, Gang-Disengagement)

Denver Inner city Parish Independent contractor WAGEES program March 2013 to March 2015

- Provide individual and or family therapy which consists of: Parents on a mission, CBT, SF, SA, Gang-Disengagement, and LS sessions
- Provide weekly community sessions with caseload (home, school, detention centers, etc...)
- Provide weekly clinical supervision for four staff members (case-managers) under Department of Labor and Latino Coalition grant guidelines.

Denver Area Youth Services Treatment Coordinator June 2009 to March 2012

- Facilitated Alcohol/Drug groups for adults and youth including fathers program, Gang group, MRT and DUI groups.
- Individual therapy for court ordered youth and adults for substance abuse.
- Coordinate with Case Workers and Probation/Parole officers
- Clinical Supervision of 5 staff
- Medicaid billing for all treatment at agency.

Leo Alirez, Ph.D., CACIII, NGCRC

E-mail: cvcdirector@dicp.org Phone: 720-275-1739

Haven Corporation Program Director ***October 2008 to June 2009***

- Facilitate Alcohol/Drug groups including MRT, SA, CBT, gang disengagement.
- Coordinate with Case Workers and Probation/Parole officers
- Clinical Supervision of 4 staff

Ideas Directed at Eliminating Abuse CAC III/Youth Coordinator Sept 2003-Sept 2008

- Facilitation of Alcohol/Drug, Intensive Outpatient Adult groups including LVII ED, LVII TX Adult DUI groups and DV/AM Adult female/male groups Life Skills/Problem Solving, DV/AM, Gang Intervention/Prevention Youth groups
- Individual adult and Youth sessions (High Risk)
- Designed and implemented Youth program (Kermes) & (Vida)

Jefferson Hills Detention Center Volunteer ***January 2001-September 2003***

- Facilitation of Alcoholic Anonymous groups
- Co-facilitation of Cognitive Behavioral Treatment with sex offenders
- Assisted in providing a secure and safe environment for inmates

Education

P.h.D.

CAC III

Denver Institute of Urban Studies and Adult College

Metro State College, Human Services

Community College of Denver, Human Services

Skills/Training

Pathways to Self-Discovery and Change

Driving With Care (DUI)

Driving With Care (DUI) for Adolescents

Adolescent Substance Use and Associated Disorders

Best Practices in Offender Treatment

Spousal Assault Risk Assessment (SARA)

ASI

Matrix

Self Mutilation/Self Harm

Solution focused

Nurturing Fathers curriculum

National Fatherhood Leaders Group (NFLG)

Gang Counseling Techniques (NGCRC)

Advances Gang Identification (NGCRC)

Gang Awareness Training Education (GATE)

5th Annual US. Journal Addictions

References

Monica Haskell Chaffee County DHS (Supervisor Child, Families and adult services)
719-530-2511

Todd Kloph: Denver Inner City Parish (Executive Director) 303-629-0636

Leo Afrez, Ph.D., CACIII, NGCRC

E-mail: cvcdirector@dicp.org [REDACTED] Phone: 720-275-1739

Deborah Garcia: Probation officer with Denver City and County 720-371-7543



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BAC-3619

Board Name	Crime Prevention & Control Commission	Status	In Process
Salutation	Ms.	Type	Appointment
First Name	Nneka	Preferred Email	nmcphoe@jewishcolorado.org
Last Name	McPhee	Other Email	
Contact Name	Nneka MCPhee	Preferred Phone	7202242623
Middle Name		Other Phone	
MMAC Trans. Mode Group			

Work and Home Address

Work Address	300 S Dahlia St	Home Address	[REDACTED]
Work City	Denver	Home City	[REDACTED]
Work State	CO	Home State	[REDACTED]
Work Zip	80246	Home Zip	[REDACTED]

Additional Information

Are you a registered voter?	Yes	Gender	Female
If so, what county?	Denver	Other Gender	
Denver City Council District No	2	Race/Ethnicity	African American
Occupation/Employer	JEWISHcolorado	Other Ethnicity	
		Objection to appointment?	No
		Special Information	

Reference Details

Reference Name #1	Doug Seserman	Reference Email #1	dseserman@aagbu.org
Reference Phone #1	3038819797		
Reference Name #2	Nancy Steedman	Reference Email #2	nsteedman@flocritco.org
Reference Phone #2	7192385446		
Reference Name #3	Mayor Michael Hancock	Reference Email #3	
Reference Phone #3			
Owner	Denver Integration	Created By	Denver Integration, 3/9/2018 9:30 PM
		Last Modified By	Denver Integration, 3/9/2018 9:30 PM

Notes & Attachments

Nneka Bio CURRENT.pdf

Resume for Nneka MCPhee 2018.pdf

Nneka McPhee

(720) 224-2623 | nmcphee@jewishcolorado.org



Nneka McPhee currently serves as Chief Operating Officer for JEWISHcolorado, an umbrella fundraising and community convening organization dedicated to stewarding and strengthening Jewish life in Colorado, Israel, and around the world. In this role, Nneka is primarily responsible for the management of the internal operations of the organization, including the back office and finance functions and the general oversight of 40 direct and indirect reports. She also works closely with the President & CEO on board governance, special projects, and strategic planning initiatives. In 2013, Nneka served

as the project manager for a comprehensive strategic planning and rebranding process that outlined a new, contemporary direction for the business. She continues to play an integral role in its implementation, particularly as it relates to streamlined messaging. With over 13 years of non-profit management experience, past positions have included Director of Donor Services and Manager of Executive Office and Foundation Relations.

A Denver native, Nneka is passionate about giving back to her community. She is the co-founder and current co-chair of the Sisterhood of Philanthropists Impacting Needs (SPIN). SPIN is a philanthropic giving circle comprised of African-American women whose mission is to leverage their collective strengths in order to empower and positively impact marginalized women and adolescent girls. In this capacity, Nneka has worked with several local non-profit organizations, including Florence Crittenton High School for Teen Moms and The Gathering Place, to address issues affecting underserved communities. SPIN also partners with The Denver Foundation as part of their EPIC initiative to Elevate Philanthropy in Communities of Color.

Nneka is a 2017 graduate of Leadership Denver, a program of the Denver Metro Chamber of Commerce. She is also a 2013 graduate of the Chamber Connect Leadership program of the Urban Leadership Foundation. Nneka holds a BS in Marketing from Metropolitan State University and is the mother of four children.

Professional Profile

- Executive-level professional with over thirteen years' experience in non-profit management
- Highly-effective communicator with proven ability to interpret and message nuanced and complex issues to diverse constituent groups
- Experience developing and implementing organizational strategic plans
- Experience managing a Board of Directors, implementing Board development and education curriculum, and leading comprehensive volunteer succession planning processes
- Effective project manager with proven ability to lead initiatives ranging from marketing and communications plans to community-based programming
- Competent in all areas of resource development including annual campaigns, capital campaigns, and planned giving instruments; Experience securing financial resources as well as public and private grant funding
- Skilled general manager, community leader, problem solver, and strategic thinker

Professional Experience

JEWISHcolorado

Chief Operating Officer (formerly Chief of Staff)

October 2013 – Present

- Responsible for ensuring streamlined and effective operations of \$20MM+ fundraising and community programming organization
- Serves as "right hand" to the CEO by helping define, implement, and communicate strategic direction of the organization
- Serves as voice of the Executive Office in the absence of the CEO for various constituencies, including but not limited to staff, donors, volunteers, media, and government officials
- Responsible for leading special initiatives and projects on behalf of the CEO, including \$10MM capital project to address long-term facility needs
- Works in partnership with public policy and advocacy arm to identify, analyze and strategically communicate developments around emerging issues of importance to the Jewish community
- Maintains and actively stewards high net-worth donor portfolio; works closely with development team to identify and secure other revenue sources within the community
- Provides direct supervision for Finance and Back Office functions as well as general oversight of over 40 total employees
- Responsible for managing all board governance including annual leadership succession processes and development of ongoing board education curriculum
- Responsible for all general HR functions, staff training, and talent acquisition across the organization
- Served as Project Manager for three-year comprehensive strategic planning and rebranding initiative to "reimagine" organization's niche role in local Jewish community
- Designed and successfully implemented interoffice cultural transformation to create a more productive and highly functioning professional team

Director of Donor Services and Foundation Relations

January 2012 – October 2013

- Supervised team responsible for back-office processing of over 5,200 annual charitable donations, including data entry, acknowledgement, billing, and tax receipting
- Responsible for turning around a department that was viewed as a real and perceived liability into source of competitive advantage for the organization
- Oversaw volunteer advisory committee focused on continued process improvement
- Implemented database conversion to new donor relationship management system

