

Sharron L. Henley, MA, MIN

t> 305.333-3467 e> shenley@cwnews.org

Community-Based Non-Profit Leadership

Develops and operationalizes strategies that take programs and organizations to the next stage of growth.

Executive | Educator | Community Advocate | Ordained Minister | Radio Host | Civic Leader | Board Member | Grant Writer

EXECUTIVE SUMMARY

Accomplished nonprofit executive with more than 30 years of experience leading mission-driven organizations, educational initiatives, and community engagement efforts. Recognized for advancing social justice, advocacy, economic empowerment, and equitable access to education throughout South Florida. Demonstrated commitment to fostering diversity, equity, and inclusion while developing strategic initiatives that address systemic barriers and create opportunities for underserved communities. Visionary leader with a proven ability to build partnerships, drive organizational growth, and deliver meaningful, lasting impact through collaborative leadership and service.

Highlights:

- **Financial Stewardship: Sole grant writer.** Secures **\$1.2M in corporate grants annually** for various programs. **\$1.2M P&L.** Expands revenue-generating activities. Cultivates relationships with funders.
- **Contract Compliance:** Consistent achievement **100% contract compliance for 20+ years**
- **Impact:** Key Facilitator and presenter for 50 United Way Impact Partners based on contract performance (**highest ROI** and service continuity during pandemic).
- **Programmatic Leadership:** Maintained 87% college acceptance rate and 98% high school graduation rate consecutively for 8 years.
- **Community Engagement:** Chair national and local organization boards and serve as an active member on various boards and advisory committees.
- **Leadership:** Builds organizational alignment. Highly regarded and lauded by community partners and staff members. Excels at establishing and achieving clear benchmarks and objectives.
- **Advocacy and Constituency Building:** Extensive experience in managing funder relationships, serves as a voice and advocate for the organization providing exposure for organizational impact.
 - Founder, **Urban Community Connections, Inc.; Broadcast and Media**
 - Proprietor & Radio Host, *Conversations with Charito* – Weekly radio show with 40k listeners. Discussions with local, state, and national newsmakers on public policy matters.

PROFESSIONAL HISTORY

Urban League of Greater Miami | 2025 – 2026 | VP, Program Education Empowerment

Non-Profit Community Serving Agency

Urban League of Greater Miami | 1997 – 2025 | VP, Program Operations

Non-Profit Community Serving Agency

Reporting to the President & CEO, serves as part of the senior management team that drives overall strategy for the organization and represents the organization on a local, regional, and national basis. With a program budget of \$2.5M annually and a staff of 10 FTEs and 40 Independent Contractors ensures ongoing programmatic excellence. Delivers operational, programmatic, and financial leadership for all Education and Crime Prevention programs. Manages annual contract budgets within 2% variance. **Serve as the sole Grant Writer for all programs.** Board Liaison for Board Packets, correspondence, and funding requests.

FINANCIAL STEWARDSHIP:

- Secure in-kind donations and services from collaborative partners. Developed and maintained relationships with strategic partners, generating over \$1M annually.
- Successfully managed to optimize operational expenditures, achieving a cost reduction of 25% while maintaining high-quality standards across all departments.
- Oversee reporting, reimbursements and information requests for internal and external auditors, grant requests, funding continuation, and performance-based contracts.
- Developed comprehensive fundraising strategies. Extensive background in developing and monitoring programs and organizational budgets.

COMMUNITY IMPACT & PROGRAMMATIC ACHIEVEMENTS:

- Developed the first Community PTA at local school district for MLSB200 Families.
- Improved overall student performance by 80%. Successfully improved student learning gains in one academic year from a 0.07 GPA to 2.8 GPA on a 4.0 scale.
- 75% of students received their high school diplomas in the year 2000, which made them eligible for the \$100,000 Merrill Lynch Philanthropic Fund Scholarship. 75% were accepted into an HBCU or 4-Yr College and/or University. 25% received a GED and opted to receive a one-time stipend.
- Co-wrote and implemented a new program initiative through a partnership with Department of Children and Families that resulted in a 20% increase in parental engagement and fostered a 50% increase in volunteer participation through targeted outreach and recruitment campaigns
- Developed, managed, and facilitated the 1st Free SAT/ACT Test Camp in Liberty City.
- Developed the 1st Free Robotics and STEM Camp, IOU 500 Member Parent Coalition, developed NUL SAT/ACT Test Camp and Best Practice Model for Affiliates.

COMPLIANCE & CONTRACT ADMINISTRATION:

Successfully managed, launched and facilitated:

- Governor's Emergency Education Relief (GEER) Fund/Urban League Reading Initiative while utilizing my Florida Educator's Certification to provide in-kind administrative tutorial services, earning the agency \$100K of unrestricted revenue. The success outcomes derived from program management resulted in being selected as 1 of 2 affiliates to receive an additional \$500k grant.
- 2021-2022/2022-2023/2024-2025 state crime contracts earning the agency \$552K of unrestricted revenue plus an additional \$42k unrestricted revenue through utilization of Florida Educator's Certification to provide in-kind administrative tutorial services.
- Sole member of the leadership team to maintain credentials that enable the organization to meet eligibility criteria for DCF site license operator: Florida Department of Education/Department of Children and Families (DCF) 40 Hr
- Active teaching certification and teacher required for grant attainment and Florida Public Schools Clearance Level 2/Level 3
- FLIPANY Afterschool Meal Program Certification
- CPR/First Aid/AED Certification, American Heart Association

STRATEGIC, OPERATIONAL & PEOPLE LEADERSHIP:

- Collaborated with the executive team to redefine the program operations strategic direction during COVID, by utilizing the web and evidence-based platform to continue service-delivery resulting in a 100% contract compliance with funders.
- Hired, managed, coached, and mentored a growing team of program associates, inspiring them through a period of change, optimization and transformation to new programmatic frameworks and approaches. Retain high-performance team members, empowering them to elevate their level of responsibility, span of control, and performance.
- Provide leadership in development of inter-team communication and cohesiveness, sustaining culture and supporting staff during organizational growth and change.
- Develop the necessary systems, processes, and tools to better support the facilitation, collection, and sharing of knowledge that is generated by the programs.
- Work collaboratively with the senior management team to integrate cross program activities and functions. Prepared and executed annual operating plans for the department and worked with other department executives in syncing annual plans and cross-departmental initiatives.
- **Provided interim leadership for ULGM (Housing) during 2009-2014** completed HUD Manager TRACS Training, Jacksonville, FL, HUD-regulated home visits were conducted on behalf of ULGM, Inc. Management, filled 23 vacant units with eligible senior citizens at Covenant Palms Apartments.

OPERATIONAL EXCELLENCE & EFFICIENCY:

- Leveraged technology to track task completion and improved program efficiency to 80%
- Implemented workflow management system leading to a 35% increase in project completion rate.
- Implemented a system that enhanced data-driven decision-making, resulting in a 15% improvement in inventory turnover and a 10% increase in customer satisfaction scores.
- Developed and executed professional development training that reduced turnover by 50% and filled 100% of leadership roles with internal promotions over two years.
- Ensure that key project outcomes and/or policy, advocacy, and legislation are evaluated and leveraged for maximum community and organizational impact.
- Re-branded the agency's website, computer lab, and agency correspondence systems.
- Managed marketing and outreach for education department programs.

PROFESSIONAL HISTORY (CON'T) AND EARLY CAREER ROLES**Kelly Educational Services**

Part-Time Teacher 2025-Present

Urban League of Greater Miami, Inc.

Education Director/ Program Manager/Special Assistant to the President/CEO 2001-2012

Director of Graduation and Retention 2000-2001

Merrill Lynch Scholarship Builder 2000[®] (MLSB 2000) Program Coordinator 1997-2000

After School Tutor; Independent Consultant 1995-1996

Miami-Dade County Public Schools

Adult Education Teacher 2021-2024

District-Truancy Intervention Program-Special Programs 1996-1997

The College Board

Certified Test Camp Administrator 1999-2008

Florida Partnership

Miami Union Academy

Substitute Teacher K-12 1994-1995

KEY HONORS & AWARDS:*Distinguished career highlighted by a litany of awards and recognition.*

- Recipient: **2023 US President's Lifetime Achievement Award** (*the highest level of recognition bestowed on an individual, by the President of the United States, to honor individuals in the nation, that exhibit outstanding character, work ethics, and dedication to their communities*).
- Recognized as a Best Practice Model for Minority Youth Programs, supporting educational initiatives, and public policy issues by Yale University (in partnership with Merrill Lynch Philanthropic Fund's Scholarship Builder 2000 Program and the National Urban League).
- **Proclamations:**
 - Presented by Councilwoman Shannan "Lady" Ighodaro, City of Miami Gardens-Seat 3. May 25, 2024: Recognized as "**Sharron L. Henley**" Day in the City of Miami Gardens, in honor and dedication, commitment and service to the children and families of Miami Gardens, Florida.
 - Presented by **Dr. Steve Gallon, III, District 1 Board Member for Miami Dade County Public Schools**. May 25, 2024: In honor of being the recipient of the 2023 Presidential Lifetime Achievement Award
 - 25 Years of Service to Urban League of Greater Miami, Inc.: Presented by **Katherine Fernandez Rundle, Miami-Dade County State Attorney**
 - Presented by Vice Mayor **Mary Estime-Ervin, City of North Miami**. April 4, 2022; Recognized as "**Sharron L. Henley**" Day, in honor of dedication, commitment and service to the children and families of Miami, Florida.
 - 20 Years of Service to Urban League of Greater Miami, Inc.: **Presented by Alberto Carvalho, Former Miami-Dade County Public Schools Superintendent**
 - Presented by **Dr. Dorothy Bendross-Mindingall, District 2 Board Member of Miami-Dade County Public Schools**; Honored as a Community Leader and Radio Personality for dedication and service to the importance of education to the children and families in Miami-Dade County.

COMMUNITY AFFILIATIONS, CIVIC ENGAGEMENTS, VOLUNTEER BOARDS

National Council of Negro Women, Metropolitan Dade County Section, Inc.

National Member 2018-Present; National Human Trafficking Committee, Secretary 2022-2023; Corresponding Secretary 2022-2024; Chaplain 2024-2026; Chaplain 2026-2028

The Historic Georgette's Tea Room, Board Member, 2023-Present

Lamp Lighters A' Glow Florida Memorial Chapter 2015-Present

N. Miami Beach Police Department - Police Athletic League (PAL), Board Member, 2015-Present

Black Alliance for Educational Options (BAEO), Member

National Association of State Boards of Education (NASBE) HIV Sexual Education Committee

Florida State Board of Education, Florida Department of Education (FLDOE)

Special Assistant to the Chair, Special Assistant to the Vice-Chair

Miami-Dade County Public Schools

EESAC Committee-District 2, 2001-Present; Education Transformation Ofc Task Force Member

Girl Scouts of Tropical Florida Troop #1032, Mentor/Sponsor

HOPE VI Community Advisory Committee - Co-Chair, Revitalization Grant

EDUCATION, CERTIFICATIONS & LICENSES

National Urban League, New York, NY; Certified President CEO, 2025

Ministerial License, Florida, 2023

Florida Department of Education Florida Civics Seal of Excellence ID A020265

Full Sail University, Orlando, FL; MA, New Media Journalism, 2022 [Salutatorian]

NUL President & CEO Training, 2018

U.S. Department of Justice, Miami, FL, Certificate, FBI Citizen's Academy, 2018

Florida Department of Education, Educator Certificate; Biology 6-12 ID 1441343

State of Florida, Florida Notary 2007-Present; HH 353403

Oakwood University, Huntsville, AL; BS, Biology December, 1995