

Megan E. Faunce
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HR and Operational Leadership | Experience in Building and Improving Non-Profit and Public Sector Organizations | Youth Advocate

MBA with over 18 years leadership experience in non-profit, public, and educational sectors; direct HR and organizational needs for growing and established non-profits, including development and implementation of employee policies; co-founder of successful youth advocacy organization; national presenter and trainer.

Experience

Anchor Street

Owner

September 2018 to Present

New Orleans, LA

- Provide support to non-profits nationally and internationally to ensure organization are just, strong, effective and efficient
- Develop customized trainings focused on organization's mission, vision and current needs
- Areas of focus include grant writing, human resources, policies and procedures, insurance administration, staff evaluation, training, systems analysis and change implementation
- Clients include [Georges Malaika Foundation](#), [Orleans Parish Prison Reform Coalition](#), [The First 72+](#), [826 New Orleans](#), [826 National](#)

Youth Empowerment Project

Director of Operations

October 2013 to September 2018

New Orleans, LA

- Upgraded and implemented an appropriate system of policies, internal controls, accounting standards, and procedures
- Oversaw and improved all Human Resources functions for all employees including benefits administration and acting as fiduciary for retirement account
- Managed purchase and renovation of YEP's main administrative location
- Established a new values based performance evaluation tool and monitoring staff performance and development goals, and developing and accessing opportunities for staff professional development
- Core member of Leadership Team involved in long-term strategic planning and development of new mission, vision, core purpose and core values for YEP
- Managed all YEP facilities including renovations, space usage, rental agreements, maintenance, and equipment upkeep
- Provided general oversight of YEP's activities and programs, managing day to day operations and ensuring organization is efficient, highly functioning, and operating ethically within the mission and values of YEP

Orleans Public Defenders (OPD)

Special Projects Administrator

August 2010 to October 2013

New Orleans, LA

- Acted as liaison between OPD and conflict panel trouble shooting attorney issues, conflict questions, and assisted in locating additional resources as necessary
- Created new method of contracting with panel attorneys and increased efficiencies in delivery of service
- Decreased costs of conflict panel billing through thorough review and approval process

- Implemented and managed Pro Bono representation and investigation for conflict clients during budget crisis
- Managed hiring, recruiting and maintaining a recruiting database
- Planned special events and developed fundraising communication including Annual Reports

Liberty's Kitchen

Youth Development Director June 2009 to June 2010 New Orleans, LA

- Designed, finalized and implemented a cohesive and comprehensive youth development program with executive staff
- Created and taught broad life skills curriculum and assisted culinary trainers in developing education curriculum and testing materials
- Supervised and assisted trainees in all aspects of youth development program including life skills, job readiness, barista skills, case management, and mentoring

Juvenile Regional Services (now Louisiana Center for Children's Rights)

Co-Founder

Director of Programs and Administration January 2007 to June 2009 New Orleans, LA

- Co-founder of Juvenile Regional Services, the first and only stand-alone juvenile defender office in the United States founded as a result inadequate legal access post-Katrina
- Recruited, and hired staff and created orientation and training curriculum. Supervised investigators and advocates.
- Developed policies and procedures; created administrative protocols
- Managed accounts payable and receivable, grants, website, and facilities management for an organization with a \$580,000 budget
- Worked alongside attorneys representing indigent youth in Orleans Parish Juvenile Court in all phases of delinquency proceedings, from pre-trial detention hearings to post-disposition and appeals by investigating charges, developing mitigation for court presentation, coordinating witnesses and certified documents, evaluating potential testimony, and other litigation support.
- Researched and developed dispositional plans for all adjudicated clients as well as after-care plans for incarcerated juveniles.

Juvenile Justice Project of Louisiana

Project Director August 2005 to December 2006 New Orleans, LA

- Ensured, in coordination with lead counsel, JJPL's duties as class counsel were carried out
- Worked on team that assisted in reducing youth incarceration from 2,000 to 500 youth state wide and developed project protocol for training, visitations and monitoring for post-Settlement Agreement work.
- Supervised, trained and provided evaluations and support to project staff and administrative staff
- Led and coordinated reunification efforts for over 100 youth evacuated from flooded Orleans Parish Prison after Hurricane Katrina
- Advocated for evacuated youth and assisted in their representation in addition to locating family members and assisting with relocation
- Developed visitation and investigation protocol for Youth Study Center lawsuit project.

Youth Advocate March 2004 to August 2005

- Conducted regular visits with incarcerated youth at each of the secure care facilities in accordance with the visit and monitoring protocol agreed upon by JJPL and co-counsel.
- Coordinated with staff attorneys on the pre and post-adjudication representation of juveniles

- Interviewed youth, families, and service providers to develop transitional plans for youth exiting juvenile prisons.
- Worked with all JJPL staff on legislative and media advocacy for youth in secure care, including lobbying at the state capitol and meeting with media representatives.

Education

University of New Orleans New Orleans, LA Master of Business Administration, 2013
Temple University Philadelphia, PA B.S. Secondary Education, 1997 *Cum Laude*

Trainings and Presentations

“Convincing the Judge to See Things Your Way at Disposition” Presenter National Juvenile Defender Center, Juvenile Leadership Summit, New Orleans, LA October 24-26, 2008.

“Best Practices in Investigation for Juvenile Cases” Presenter, Louisiana Public Defender Association, Spring Chiefs Conference, “Prelude to Reform: Juvenile Justice Resourcing & Investigation” April 13, 2007

“Rights of Juveniles in Secure Care” Trainer, Louisiana Office of Youth Development, Corrections Officer training, Baton Rouge, LA and Monroe, LA 2005-2006. Trained staff of Louisiana’s juvenile prisons on the rights of young people incarcerated in their facilities.

“Katrina & Rita: The Impact of a Natural Disaster on Children in Custody” Presenter, National Juvenile Defender Center, Juvenile Defender Leadership Summit, Los Angeles, CA October 21-23, 2005.

“Youth Advocacy and Mentoring” Developed and presented an eight-hour training for professional and volunteer mentors. Initially created at the request of the United States Attorney’s Office, Eastern District of Louisiana and modified for multiple organizations. New Orleans, LA 2016-2018.

Publications

Megan Faunce, Derwyn D. Bunton, Avi Lipman, Ellen Tuzzolo, David J. Utter, Eds.; **“Treated Like Trash: Juvenile Detention in New Orleans Before, During and After Hurricane Katrina;”** May 2006.

Community Involvement/Awards

- Fellow, Bryan Bell Metropolitan Leadership Forum (2014)
- External Assessor/Coach and Methods Trainer, Youth Program Quality Initiative (YPQI)
- New Orleans “40 Under 40”, awarded annually to 40 young people who are making remarkable contributions to the New Orleans Metropolitan Region, Gambit Weekly (2009)