

DEBORAH LYNN FOOTE, MPA

EXPERIENCE

Chief Operating Officer

Wellbeing and Equity Innovations | Longmont, CO | Oct 2025-Current

- Oversaw daily operations, including finance, HR, IT, policies, and program implementation.
- Ensured payroll accuracy, employee benefits management, and business insurance compliance.
- Maintained compliance with labor laws and developed policies to meet regulatory requirements.
- Coordinated projects effectively, ensuring high performance across all initiatives.
- Managed performance evaluations, merit increases, promotions, and compensation reviews.
- Identified strategies to enhance operational efficiency and effectiveness throughout the organization.
- Developed and managed budgets, financial reporting, and financial control measures.
- Cultivated relationships with stakeholders, including donors and board members, to support organizational goals.

Owner/Manager

Cypress Tree Consulting, LLC* | Longmont, Colorado | Feb 2000-Current

- Delivered consulting services to public and private organizations, enhancing capacity for governmental issues.
- Secured funding through grant writing and identified additional funding opportunities for projects.
- Managed workload fluctuations by providing interim management support during critical vacancies.
- Conducted external reviews to identify process improvements and enhance quality standards.
- Trained personnel, clients, and families on operational procedures and best practices.
- Pursued new business opportunities to expand client engagement effectively.

Executive Director

Florida Psychological Association | Tallahassee, FL | Sep 2022-Sep 2025

- Oversaw operations to ensure strict adherence to established policies and procedures.
- Strategized and executed revitalization plans based on emerging industry trends.
- Streamlined operations, achieving modernization while reducing costs.
- Evaluated existing programs for enhancement opportunities through thorough market analysis.
- Successfully passed priority legislation three years in a row.
- Trained and mentored staff, effectively guiding them toward performance goals.
- Collaborated with external vendors to implement cost-effective service solutions, doubling non-dues revenue.

- Ensured compliance with laws and regulations by monitoring relevant standards.
- Coordinated special events to raise awareness of the association's mission.

President

Voices for Florida | Tallahassee, Florida | Oct 2021-May 2022

- Provided organizational leadership to strengthen fundraising and Board development initiatives.
- Oversaw operations for backbone organization supporting Open Doors Outreach Network.
- Mobilized resources to bridge service gaps and enhance training for sex trafficked youth.
- Monitored evaluation measures to ensure successful outcomes for trafficking victims.
- Cultivated strong relationships with local partners, funders, and government agencies.
- Managed annual operating budget of \$4.5 million, primarily funded by grants.
- Advanced education programs designed for regional service providers.
- Coordinated strategic partnerships to bolster community support for vulnerable populations.

Deputy Director / Legislative-Political Director

Sierra Club Florida | Tallahassee, FL | Feb 2019-Oct 2021

- Designed and executed state government legislative and political programs.
- Oversaw Political Director, Communications Director, and contract lobbyist to ensure alignment with objectives.
- Recruited volunteers to enhance campaign effectiveness and outreach impact.
- Evaluated government policies to inform strategic recommendations.
- Maintained relationships with government and political contacts for collaboration.
- Formulated strategic recommendations regarding state government policy and endorsements.
- Developed organizing strategies to maximize outreach efficiency.
- Assessed campaign success to identify areas for improvement.

Executive Director

Oral Health Colorado | Denver, CO | Mar 2014-Oct 2016

- Drove initiatives to achieve optimal oral health standards for all Coloradans.
- Ensured compliance with governance standards through effective internal and external communication strategies.
- Oversaw coalition development to support strategic health goals.
- Managed fiscal oversight while advocating for public policy improvements, resulting in legislation for mid-level dental service providers.

State Legislative Director

American Society for the Protection of Cruelty to Animals | New York, NY | Sep 2012-May 2014

- Executed state legislative strategies aligned with ASPCA's goals across CO, TX, AZ, NM, UT, and WY.
- Passed animal protection legislation while defeating harmful bills through coalition building.
- Developed grassroots activist networks to bolster legislative initiatives in various states.
- Directed lobbying efforts and managed contract lobbyists to maximize political influence.
- Engaged stakeholders in advocating for public policy solutions benefiting animals.
- Conducted educational sessions and delivered public speaking engagements supporting legislative objectives.
- Established relationships with key public officials to further legislative goals.

- Recruited and trained grassroots supporters to enhance advocacy efforts.

Director of Community Initiatives

PetAid | Denver, CO | Feb 2009-Aug 2012

Established strategic vision for disaster services emphasizing companion animal response during emergencies.

- Facilitated community planning to enable effective emergency response for companion animals.
- Coordinated recruitment, training, and deployment of Veterinary Medical Reserve Corps personnel.
- Managed companion animal concerns within State Emergency Operations Center during disasters.

Directed Home Outreach program delivering in-home veterinary services for pets facing access barriers.

Oversaw Care Grants supporting veterinarians providing charitable care for disadvantaged populations.

- Implemented initiatives enhancing community preparedness for companion animal emergencies.
- Streamlined grant allocation processes to maximize support for at-risk animals.

Executive Director

Colorado Coalition for the Medically Underserved | Denver, CO | Jan 2008-Jan 2009

- Coordinated activities to enhance health care access for medically underserved populations in Colorado.
- Directed public policy initiatives promoting health coverage for vulnerable communities.
- Led All Kids Covered initiative, securing statewide health insurance for children.
- Oversaw KidzBlitz program, facilitating Medicaid and CHP enrollment for eligible children.
- Managed annual conference, fostering collaboration among key stakeholders.
- Secured coalition sustainability through effective grant writing and fundraising strategies.
- Optimized resource allocation, achieving cost efficiency in coalition operations.

Managing Director

Oral Health Awareness Colorado | Denver, CO | Feb 2007-Jan 2009

- Spearheaded initiatives to improve oral health access throughout Colorado.
- Developed and executed program objectives to address critical needs.
- Formulated comprehensive policies and procedures for effective implementation.
- Conducted thorough research on pressing oral health issues.
- Prepared detailed reports and communications for coalition membership.
- Managed legislative agenda to tackle significant access challenges.
- Recruited and retained coalition members to enhance advocacy capabilities.
- Coordinated public policy agenda with registered lobbyist, informing policymakers on oral health requirements.

Special Project Administrator

United Ways of Alabama | Montgomery, AL | Jan 2007-Jan 2009

- Coordinated emotional recovery efforts for grantees across Alabama to support community

resilience.

- Oversaw grant processes, ensuring compliance with established requirements and standards.
- Prepared reports for United Ways and funding organizations, effectively communicating progress updates.
- Provided technical assistance to United Ways to facilitate successful initiative implementation.
- Enhanced grantee capacity through targeted technical support, aligning with project objectives.
- Assisted in developing and issuing requests for proposals, facilitating project funding opportunities.

Community Recovery Supervisor/Government Affairs Liaison

American Red Cross | Mobile, AL | Apr 2006-Jan 2007

- Provided technical assistance and financial support for county-wide recovery initiatives in Alabama.
- Cultivated partnerships with community agencies and government entities to strengthen recovery efforts.
- Optimized donor fund allocation to enhance outcomes for clients in recovery programs.
- Educated stakeholders on Red Cross initiatives to promote collaboration in recovery efforts.

Vice President of Operations

Independent Services Network, Inc | Manchester, NH | Apr 2005-Dec 2005

- Oversaw operations of community-based program supporting 80 adults and children with disabilities.
- Developed funding sources to ensure program sustainability and growth.
- Managed initiatives for program development and expansion, increasing service reach.
- Trained personnel to deliver high-quality support for clients.
- Supervised program managers to uphold operational excellence.
- Coordinated community and client relations to strengthen partnerships.
- Interfaced with government entities to acquire necessary approvals and resources.
- Marketed services to clients, families, and funders, enhancing awareness and engagement.

Administrator

Lakeview NeuroRehabilitation, Inc | Effingham Falls, NH | Jan 2002-Jan 2004

- Oversaw operations of intermediate care facility and five assisted living facilities for 135 individuals with neurological and behavioral disorders.
- Directed human resources, quality assurance, training, education, and facility operations to improve clinical programming.
- Established diverse funding sources to mitigate financial risk and enhance revenue streams.

Director of Programs and Operations

NH Division of Elderly & Adult Services | Concord, NH | Feb 1998-Feb 2000

- Oversaw operations of State agency responsible for Medicaid nursing home and in-home supports for elders and adults with physical disabilities, including supervision of program managers.
- Secured grant funding and managed implementation of pilot projects expanding in-home services.

- Drafted legislation, and lobbied on behalf of agency initiatives including Medicaid-funded assisted living services, client-directed supports and congregate services initiative.

Program Coordinator

Riverbend Community Mental Health, Inc | Concord, NH | Jan 1995-Jan 1998

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- Secured grant funding to bolster standardized programming with innovative initiatives.
- Coordinated non-clinical services, encompassing vocational training, art programs, and transportation.
- Managed benefits for adults with severe psychiatric disabilities.

EDUCATION AND TRAINING

Master of Public Administration

University of New Hampshire | Durham, NH

Bachelor of Arts: Sociology

Bowdoin College | Brunswick, ME

Graduated cum laude

Certificate: Leadership Development Seminar

Harvard University, JFK School of Government | Cambridge, MA

Leadership Development Seminar, John F. Kennedy School of Government The Program on Negotiation, Harvard Law School

Certificate: Program on Negotiation

Harvard Law School

Professional Certificate: Human Trafficking Intervention And Prevention

Florida State University | Tallahassee, FL

ACTIVITIES AND HONORS

Activities

- Florida Society of Association Executives- Co-Chair Foundation Grants Committee (2024-2025)
- Bowdoin Regional Admissions Volunteer Organization- Region Chair (2020-2025)
- Leon County Humane Society- Foster Volunteer (2024- 2025)
- Tallahassee Animal Shelter Advisory Board (2020- 2023)
- 100 Women Who Care Tallahassee (2020- 2022)
- Nonprofit Consultants Connection- Member (2016-2018), Board Member (2017)
- Tampa Bay Healthcare Collaborative- Advocacy Committee (2016-2017)
- Wyoming Untrapped Board of Directors- Vice President (2013-2014)
- Boulder County Parks and Open Space Advisory Council (2012-2015)
- American Humane, Emergency Management Advisory Council- Member (2010-2012)
- Colorado Community Preparedness Advisory Council (2009-2012)

- Colorado Volunteer Organizations Active in Disaster- Member (2009-2012); Chair (2011-2012)
- National Alliance of State Animal and Agriculture Emergency Programs- Best Practice Working Group Co-Chair (2010-2012)
- Colorado Institute for Leadership Training - Class Member (2009)
- Mobile County Long-Term Recovery Committee (AL)- Secretary (2007)
- Joint Civilian Orientation Conference- Participant, US Pacific Command (2007)
- Lakes Region Humane Society (NH)- Board Member (2003-2004)
- Cross Cultural Solutions- Educational Exchange to Cuba (2001)
- NH Statewide Independent Living Council- Member (1999-2000)
- NH Senior Legal Hotline- Advisory Board Member (1998-2000)
- NH Association for the Blind- Board of Directors (1997-1998)
- Office of the Consumer Advocate NH State Public Utility Commission- Advisory Board (1997-1999); Chairman (1998-1999)
- American Council of Young Political Leaders- Delegate to Saudi Arabia and Jordan (1995); Lifetime Member
- University of New Hampshire Institute on Disability- Advisory Board (1995-1996)
- Town Conservation Commission (NH)- Town Council Appointee (1994-2000)
- State Representative, New Hampshire Legislature- Resources, Recreation and Development Committee (1992-1998); Ranking member (1994-1998), Chairman of County Delegation (1997-98), Vice Chairman (1995-96)

Honors

- Natural Hazards Center, University of Colorado- Mary Fran Myers Scholarship (2010)
- Colorado Public Health Association- The Award for Legislative Excellence (2009)
- NH Rivers Advisory Council- Legislative Leader (1998)
- Association for Persons in Supported Employment- Selected Presenter- "Supported Employment for People with Disabilities" (1998)
- NH Business and Professional Women- Young Careerist (1991)