

HUMAN COMMUNITY SERVICES INC

90 NE 54 STREET MIAMI FLORIDA 33137

HCS INTERNATIONAL PROJECTS

1-FOOD SHOP.

2-HEALTH PROGRAM

3-WASH PROJECT

4-SAFE HOUSING PROJECT

5-HCS ENVIRONMENT PROJECT

6- DAMAS CENTER (AAA)

7-FISH FARM

8- Chicken and Eggs Export /Production

9-Budget/Expenses/Salaries

10- TOTAL

MISSION / VISION / VALUES

VISION

we are committed to provide educational excellence for all.

MISSION

Human Community Services, Inc. (HCS) understands the objectives of the Social Programs/Public Services component as it applies to our program, as one that will aid in alleviating the massive disparity in the Fort Liberté area, which is considered one of the poorest parts of Haiti. The goal is to focus on the empowerment of families to positively impact the community, and trying at the same time to eliminate fear, create a dialogue and services between the groups.

HCS INC Organizational Structure

HCS is a nonprofit organization formed with the mission to provide some type of educational, religious, scientific or charitable purpose. HCS is organized for the purpose of providing a benefit to society as a whole, a

community or a particular segment of the population. HCS has a definitive management structure that is used to help the organization achieve its intended purpose.

Members

HCS has members that participate and provide input in terms of operating the organization. Trade associations are an example of a nonprofit organization that will have members as part of the organization's operating structure. Members of a nonprofit organization have the right to participate in the current and future activities of the nonprofit organization, as explained by the Citizen Media Law Project. However, it is not a necessity for a nonprofit organization to have members as a part of its organizational structure.

Board

A nonprofit organization's board of directors will consist of individuals appointed by the organization's founders. A founder can serve on the organization's board of directors. Board members are expected to show a passion and commitment toward helping the company achieve its mission. The board of directors is the governing body that sets and enforces the rules and regulations of the nonprofit organization. A nonprofit's board must make sure that the organization complies with all legal and tax requirements.

Officers

Officers of a nonprofit organization consist of positions, such as executive director or president, secretary, treasurer and vice-president. The initial officers of a nonprofit organization are selected by the board of directors. A board member of a nonprofit organization may also serve as an officer. The nonprofit's officers are required to manage the organization's staff to carry out the decisions made by the board of directors. Officers of a nonprofit are responsible for managing the day-to-day activities of the organization.

Staff

A nonprofit organization's staff members may consist of paid and volunteer workers. Paid staff members are given their duties by the officers of the nonprofit organization. The paid staff members may be managers and regular employees. Volunteers receive their duties from the managers or other paid staff members. The decisions of the nonprofit's directors and officers are carried out by the organization's staff members.

Committees

Committees are a big part of the structure of a nonprofit organization. A nonprofit organization may form a committee to handle budget, fund raising and operational concerns. In addition, nonprofit organizations may form committees for public relations and marketing, as well as for the purpose of implementing programs that promote the non-profit's mission. Every committee should have at least one board member, but two board members

is an ideal number. Other spots on a committee may be held by the nonprofit organization's officers and staff members.

Governance

- A board of directors is responsible for the nonprofit's mission and operations. The board states the nonprofit's mission and governs by deciding how the mission should be accomplished and by establishing the nonprofit's internal policies, such as those for human resources. The nonprofit's executive director or president reports to the board.

Board Committees

- To run the nonprofit most effectively, boards are often broken down into committees overseeing a specific aspect of governing. For example, the board may have a fund raising committee, a budget and finance committee, or a nominating committee that searches for new board members. Boards may also have ad hoc committees that are established temporarily, such as when a search must be launched for a new executive director.

Administration

- The administration of a nonprofit is made up of the staff needed to run all of its activities. The administration sees to it that the nonprofit's common resources are used to support each program's development and operations. Administration includes the executive director or president. Other administrative staff--depending on the needs and resources of the nonprofit--may include a vice president or director of development, vice president or director of marketing, vice president or director of communications, a vice president or director of technology, and various assistant directors or staff.

Programs

- Programs are the activities and services a nonprofit provides to meet its goals and carry out its mission. For example, a nonprofit with the mission of ending homelessness might have a program that helps people find jobs, as well as a program to help end addictions.

Program Staff

- The staff that carry out a nonprofit's programs are called program staff. Program staff can include an overall vice president or director of programs and vice presidents or directors for specific programs, such as vice president or director of the program to end hunger or vice president or director of the program to fight addictions. Programs can also have associate directors and program assistants.

Members

- Although many nonprofits are run only by a board of directors, some nonprofits, such as trade associations, have members. The membership in a membership organization elects the board, has membership meetings, and can vote to change the organization's bylaws--the document that guides how the nonprofit is managed.

STATEMENT OF CAPACITY

Organizational Experience

Human Community Services, Inc. (HCS) has been in existence for twelve years. In that time we have made significant strides with our very limited financial resources capitalizing on partnerships and collaborations within the community. During the three years we transitioned from a volunteer run and staffed organization to one with paid staff. We have created partnerships and participation with several other not-for-profit organizations in Broward and Miami Dade counties such as: Creation Two, Broward Community Foundation, Florida Coalition Against Domestic Violence (FCADV) and other community churches.

We provide the highest quality education so that all of our students are empowered to lead productive and fulfilling lives as lifelong learners and responsible citizens.

HCS Children's Homes is a nonprofit organization that provides safe, stable, homes for boys and girls who have been neglected, misdirected, abandoned, abused, or caught up in family turmoil. The HCS Homes has been serving abused, neglected, and orphaned children since 2002.

To build out such a facility and grounds, approximately **50 hectares (150 acres)** of land would be needed with access to fiber optic cable. The housing would call for two separate 100 room facilities which would consist of: classrooms, conference rooms, cafeteria,

CORE VALUES

Excellence

we pursue the highest standards in academic achievement and

organizational performance.

Integrity

we build positive relationships through honesty, respect and compassion, which enhance the self-esteem, safety, and well-being of our students, families and staff.

Equity

we foster an environment that serves all students and aspires to eliminate the achievement gap.

Citizenship

we honor the diversity of our community by working as a team to ensure the educational success of all of our students and recognize that our obligations go beyond our professional responsibilities to promote democratic principles

HCS CAMPUS

Through our Campus, we will do more than just house these children. We ensure that they get good medical care, nourishing food, proper clothes, and education. We give them counseling, lots of love, attention, and a positive lifestyle. But the most important thing we give them is hope. In short, we provide for their physical, emotional, social and spiritual needs. HCS Children's Homes will employ house parents and social workers who don't regard the children as clients or caseloads! They truly care *for* the children and care *about* the children. They love and nurture them, and laugh and cry with them. The house parents will pray with the children every day, and they will take them to church on Sundays. The children who come to live with us will be selected solely on the basis of (1) their need, and (2) our ability to help them. We do not discriminate.

students are instructed and supported by small class sizes in each of the two divisions: Lower School (grades 1 through grade 6), and Upper School (grades 7 through 12). The college preparatory curriculum at 200 Boys & Girls Program serves "to develop critical thinking skills, problem solving abilities, and lifelong learning." There will be many clubs and organizations, and multiple service opportunities on and off campus including pre law, pre engineering, and premed programs. The campus is a 40-acre (160,000 m²) campus and modern style complex that includes an award fine arts program that is housed in a 100,000 sq. ft. (9,300 m²) facility which contains a 1000 seat Proscenium Theatre, black box theatre and spacious studios for all areas of the arts, sports fields, Olympic- sized pool, and quiet courtyard

areas. The library is a 10,000-square-foot (930 m²) state-of-the-art structure housing 5 interactive classrooms and 150 computers.

They will also have a wide program in Visual and Fine Arts including: The cost to construct such facility would run between \$8- \$10 Million Dollars. This is housing and school structure along with all the computers and academic tools needed to educate and link via internet with several schools in the United States and other third world countries.

Cafeteria and food Vision...

The vision of the HCS School's Department of Food and Nutrition is to promote excellence in food and nutrition services as an integral part of education, by having nutritious school meals and nutrition education programs available for all children regardless of economic status, cultural diversity or special needs.

Food Program Mission...

To safeguard the nutritional integrity and well-being of children in HCS Schools, through the management of school food service and nutrition education programs consistent with their nutritional needs, by serving nutritionally adequate meals.

To promote nutrition and health education for the formation of good eating habits and good health, recognizing the demonstrated relationship between good nutrition with the capacity of children to learn and develop, and the prevention of chronic disease.

To encourage and promote a unified effort between school personnel and the HCS community to assure an opportunity for adequate nutrition and educational programs for every student.

To establish a positive perception of school food service and nutrition education programs, by serving as the primary source of state-of-the-art information, for the school food service marketplace.

The 200 Role Models of Excellence Project is dedicated to providing the support necessary to reclaim our youth. Young male Role Models are trained to salvage the "at-risk" boys, who may be considered as candidates for society's endangered species list. If any natural resource is threatened, our nation instantly initiates strategies or programs to save that resource. According to statistics, the minority male child is an endangered species. Therefore, it is imperative that we counter this threatened extinction with programs of prevention, development, and acceleration. Ponder the question

. . . what is more important for our government to save . . . forests, animals, or Human? Our answer must be pro-active and vigilant, for we are running out of time.

Our goal is to instill, in the youth of Fort Liberté, the values of mainstream America, while respecting the existing values of the individual.

The 200 Role Models of Excellence Project focuses.

The HCS along will have teamed up to create Learn and Play Centers throughout Fort Liberte. As part of this incredible transformation, the HCS will built a room into a HCS -themed area with fresh paint and then supplies it with new computers, furniture, books, audio/video equipment and games for children to enjoy & learn from. The concept behind the HCS Learn and Play Centers are to provide a safe place where children can spend time reading a book, working on their homework, or just having a good time playing video or board games. To date, the HCS will establish Learn and Play Centers at ten sites.

Listed below are tips to help you "Go Green" and reduce energy use and costs across the District.

Save Energy

Turn of the lights when leaving a room

Turn off appliances and equipment when not in use

Save Water

Do not let water run in the sinks

Fix leaky faucets

Save Money

Order only the amount of items you need

Do not over use paper packaging – as an example, Meal Breaks do not need to be served on a tray

Limit printing by placing important emails in electronic files

HCS HEALTH DEPARTMENT

Vision

A healthier future for the KIDS of FORT- LIBERTE

Purpose

Prevent disease and improve the health of HCS Kids in Fort Liberté

Mission

to protect and promote the health of all Kids in HCS Community.

DONATIONS: MOBILE CLINIC TO THE CITY OF FORT LIBERTE.

Core Values

the shared beliefs that define our culture and foster loyalty

Integrity

Customer and Community Focus

Accountability

Teamwork

Excellence

Respect for People

Learning, Continuous Improvement and Innovation

What we stand for:

Honesty

we will operate honestly and openly as we conduct the business of improving the health of all Kids in HCS program.

Efficiency

The department will develop a model of professionalism as we strive to be the best in the nation.

Accountability

we will be accountable to the Kids we serve by delivering healthier outcomes for Fort -Liberté County.

Leadership

we will be a leader in the changing landscape of health care for Fort Liberté County.

Teamwork

each employee is a vital member of the health team in the HCS community. With teamwork, we all win.

Hand-in-hand

we will meet Fort Liberte County's health challenges working hand-in-hand as partners with other agencies, local governments, volunteer groups and health care providers.

Protecting and Promoting Health

the responsibilities of the HCS Health Department are to:

Prevent epidemics and the spread of disease

Protect against environmental hazards

Prevent injuries

Promote and encourage healthy behaviors

Respond to disasters and assist communities in recovery efforts

Assure the quality and accessibility of health services.

SPORT MISSION VISION

In order to find an athletic scholarship you need to be willing to actively promote yourself coaches and engage with them throughout the recruiting process.

In any given year a sport program will begin their recruiting efforts by actively evaluating hundreds of potential recruits.

Our HCS athletic recruiting is full of great free recruiting resources to help you maximize your potential throughout the entire recruiting process

Our goal is to ensure that all students have the skills needed to be successful throughout life.

Working collaboratively with staff, students, parents, and our community, we are implementing effective strategies at HCS School that will create a safe and effective learning environment that promotes academic achievement and personal growth.

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Central to our efforts is the emphasis on rigor, relevance, and relationships. What happens in our classrooms must be understood by the student and associated with student dreams and aspirations. It is our expectation that all teachers will engage students in rigorous and relevant classroom instruction.

As a Professional Learning Community, the teachers and staff at HCS School, will work together to build relationships that motivate our students to learn at the highest level, and empower our parents and community to ensure continuous student academic growth and life skills development.

It is important for students to become actively involved as they develop their own unique identities by participating in various clubs and activities. We encourage all students to participate in a sport, join a club, run for an office, and/or show school spirit by attending school-sponsored functions to make those school years memorable.

In order for students to have a positive academic experience in our school they must strive to be present every day, be on time to class, bring the materials needed to be successful, and make the most of the education offered.

The work ahead is challenging and at times daunting, but we welcome the challenges and look forward to celebrating the successes we will attain in our quest to improve student outcomes at HCS School.

HCS needs youngsters who want to have career in Sports. Actually HCS wants youngsters to play in a professional environment from an young age, so that they are prepared to take sports as their careers and earn a living out of it and bring laurels to the Nation

HCS needs ex and current sportsmen and sportswomen to help the budding youngsters.

HCS needs quality honest people for managing the project.

That's why this project to improve the state of sports in the Country came into our mind and urges us to make it a reality every single day. It has all the Rise values. Let us do it together and Let us do it from today. Let's do it for our Country and for our future generations.

We hope that students will challenge themselves and strive to achieve their personal best. If so, HCS School will achieve beyond everyone's expectations. Remember, pride in your school begins with pride in yourself, and "You can't hide HCS pride!"

We have a population of over 10 Million. We have people who are really good but not getting a proper path. We have the capability to rule the Sporting world if we do the hard, smart and dedicated work. It is a time when the Government is trying to organize various International Sporting events. People are starting to follow each and every sport closely. Even investors and sponsors are trying to invest in different sports.

The time is ripe. Let us do it. And we state it again - it is of utmost necessity to involve every nook and corner of the Nation into it.

And one thing, we know it is feasible.

The total cost for this project would be approximately \$20 million dollars to design/build and it would run for at least 10 years at \$12 million a year which is equal to and no greater than **\$150 Million dollars**.

HUMAN COMMUNITY SERVICES INC HOUSING PROJECTS

It is a great honor to have an opportunity in providing our service for our country of Haiti. In the island of Haiti, there is a desperate need for not only housing but, affordable housing. For many years, the communities of Haiti have been vastly growing and have not met up with the proper or adequate standards of living for its citizens. It is imperative that in today's society every family or working citizen should be able to afford and live in an environment which allows them to feel dignified and comfortable. This will only uplift the morals of our communities throughout Haiti, to create a positive and accelerating attitude amongst the people.

These types of homes cannot be only affordable but, also durable, comfortable and almost constructed at a fraction of normal housing cost. Most affordable housing development utilizes very cheap and unorthodox types of materials. Some would prefer to call it "temp shelters", which in this case would not only be suffice for the poor but, also would not last after several storms. What is mainly needed would be a permanent shelter, something that would be feasible and at the same time, fortified from storms.

Through mass amounts of searching for a superior product and cost effective construction, we have located the ideal product for such needs. These structures can be utilized and assemble rapidly without so much man power and conventional construction site layout. In order to construct 5,000 homes within a budget and a realistic time frame. The product must be local and easy to ship out in order to keep up with the pace of an ongoing production.

For instance, a 950sq.ft. Home can be being constructed, once the foundation, footers or structural layout is poured, in a matter of 5 days. This structure would house 2-3 bedrooms, 1 bath, living room and small kitchen or outdoor kitchen. The absolute cost can range between \$18- \$20 thousand U.S. per unit. A similar layout except adding an additional 200-350 sq. Can cost up to \$25k.

This larger structure would take almost the same type of man power and time to construct, making this a super product. With proper layout and engineering, we can accomplish as many homes we can or want to produce depending on the work production, proper site preparation, weathering and material made available. All that would be needed per home would be two carpenters and two laborers, a few electricians and plumbers. The product is lightweight and easy to work with. The strength in the materials surpasses

any United States Code Compliance and Tropical weather measurements. The roofing, doors, windows and any other exterior surfaces have already been tested to pass hurricane, tornado and earthquake compliance codes.

These structures can also be stacked to create 2-3 story apartments/affordable units for government uses or housing as well. In addition, these homes should also come with a pre-installed solar panel, so that local power would not be a major addition to the newly developed township or housing.

- **The total cost of the housing project will be 125 Million USD.**
- The HCS /OH Trust Goal
- To replant 50 Million productive palm oil trees on deforested lands in 2 Frontier Territories

To create a sustainable financial engine that will assist in alleviating poverty by creating livelihood for hundreds of thousands of people and ultimately affecting millions of people

- To create a scalable and profitable, People, Planet, Profit.
 - Triple Bottom line model for all stakeholders
- *Addressing the problem: Forests, Ecosystems, Food, Energy, Poverty*

Global appetites for food and energy have risen beyond the capacity of existing supplies, requiring new and sustainable sources and solutions

Climate change due to past and current massive deforestation requires reforestation on a large scale;

Pauperization of rural communities living on degraded lands requires employment-generating activities.

The solution: Regenerative Agro-forestry

With appropriate investments, using available marginal and deforested land and coupling these assets with human resources,

Professional management and worldwide distribution on products produced, we aim to regenerate forests and ecosystems

In a sustainable, value-added, environmentally conscious, and financially and socio-economically profitable way, in partnership with local indigenous communities.

To utilize all undervalued lands with the top highest yielding crops including but not limited to oil palm.

To secure assets in key frontier territories on a large scale so the organization can move forward rapidly with strategic expansion while supporting the local population.

To minimize risk by not having upfront land cost and developing sequential projects with proven joint ventures partners.

HCS/OH Trust have assembled a world-class team of professionals versed in all required disciplines to immediately commence the development of Palm Oil Plantations and other agro-forestry products. In exchange for these rights we have incentivized the local landowners to contribute their "skin in the game" (land rights) and work for our mutual interest by achieving the highest production yield and a share of the net profit. By working directly with indigenous communities, we have buy-in and local knowledge, and acquired a dedicated labor force while assuring the safety and security of the project, as well as the possibility to gain governmental assistance. Indigenous communities will hold a 20% interest in the project in return for contributing land to the project. They will supply labor to the project for which they will be remunerated at a "fair trade" wage.

HCS/OH Trust have selected geographical areas for development (frontier territories) that have similar land characteristics to those of Indonesia and Malaysia, now considered the reference for the palm oil industry. The HCS /OH Trust "reserves" have been vetted at many levels and the criteria is strict for the selection of the land. In the DOMINICAN REPUBLIC we are working directly with the Department of Natural resources as well the Department of Agriculture and all other relevant Community Groups formed as Corporations acting under all National and local laws. Hence, our diversified land bank model will:

Reduce sovereign risks associated with concentrating resources in only one area or country;

Provide a large-scale approach to concurrently expand the cash flow from Palm Oil plantations

While replanting billions of trees on vast deforested and degraded areas.

HCS/OH Trust will promote organic intercropping and multi-cropping of various food crops, using third party micro loans. This will offset some labor costs, mitigate risks and promote production by local farming communities, which can be sold locally or distributed through local/regional or national market structures.

HCS /OH Trust will develop a stand-alone cutting edge biomass-to-energy facility that creates electricity from plant waste (local feedstock and oil palm residues). This proven technology is a short to medium term income generator and is designed to lower the cost of milling operations and increase revenue streams.

Source: Economist Intelligence

Source: USDA

About palm oil and the general demand and supply market.

The palm oil market is the largest vegetable oil by volume – global physical market in 2009: 45 million MT out of total world production of oils and fats of 164.5 million MT.

Palm oil is consumed by more than 2 billion people a day and used in thousands of products.

Limited availability of high- quality land for the expansion of large scale palm oil plantations, due to high land costs in Malaysia and Indonesia as well as environmental concerns over logging and deforestation in these two countries which are the largest producers of palm oil globally (Malaysia and Indonesia account for approximately 85% of global palm oil production).

Our team of professionals is deeply experienced in management of sustainable palm oil production and best practices.

A few held top posts at the United Nations, Asian Development Bank, and International Finance Corporation, amongst others, which allows for efficient interaction with government officials at all levels.

Our selected plantation management team is considered top of class in Malaysia and is versed in using the highest yielding genetics. They are credible and bankable, having managed over 1 million hectares of Palm Oil Plantations in several countries. HCS is consulting with the top mill developers who have constructed over 60 of the largest mills for the top 10 companies in the industry.

TO START THAT PROJECT WE NEED 20 MIILLIONS PLANT TREE X\$ 10
=\$200 MIILIONS USD

Introducing the Ship Recycling Industry:

An Economic Prerogative for Human Community Services Inc. HAITI

HISPANOLA ISLAND

"An Industry of Recyclers, not Ship Breakers"

The ship breaking and recycling industry (SBRI) converts end-of-life ships into steel and other recyclable items. Ship recycling offers the most environmentally sustainable way of disposing of old vessels. Virtually every part of the hull and machine complex is reused or recycled as scrap metal. This industry is beneficial from a life-cycle perspective and a tremendous source of meaningful and sustained income for many workers in the immediate work force necessary for demolition and across industry lines regarding peripheral services.

Currently, the global center of the ship breaking and recycling industry is located in South Asia, specifically Bangladesh, India, and Pakistan. These three countries account for 70–80 percent of the international market for ship breaking of ocean-going vessels, with China and Turkey accounting for most of the rest. Only about 5 percent of the global volume of such vessels is scrapped outside these five countries. The primary reasons for this industry to flourish in these parts of the world are directly related to countries with low labor costs, weak regulations on occupational safety, and limited environmental enforcement. By introducing SBRI to Espanola in a startup mode, much can be done to ensure safety and environmental considerations are mitigated while bringing major economic activity to the region.

The demand for scrap metal from ship breaking has grown dramatically over the last ten to twelve years and there is no end in sight to the number of vessels reaching end of life status. On average, some 700–800 ships with larger than 499 gross tonnages are scrapped annually and generally equate to about 700-800 ships per year. That has increased to 1,200 ships per year since 2009 with a tonnage capacity of 25 million gross tons per year.

In some ways ship breaking can be considered a “green industry”. Almost everything on a ship and the ship itself is recycled and reused, thus adding to the sustainability of natural resources and the environment. However, the process of recycling itself can also lead to environmental problems. This is because ships contain hazards that, if not handled and disposed of in a safe manner, can have detrimental effects on both human health and the environment. In designing, constructing, and operating ships, a wide range of materials are selected for their technical characteristics, often to provide fire protection or meet other maritime safety requirements. When exposed

in the process of ship demolition and recycling, such materials may pose a hazard to the demolition workers' health or the environment. Thus, an opportunity is presented to a start-up ship recycling operation to implement environmentally sound practices on day one and to become the preferred recycling location for the entire Atlantic Ocean regions and all of the Continental US.

A variety of recyclable materials and products are recovered from the ships, including cabin (furniture, appliances, building materials), appliances and implements; machinery; pipes; electric motors / panels / generators; cables; hydraulic equipment; radio room equipment; etc. As in the case of the ferrous scrap, the ship recyclers do not sell these recoveries directly to end-users but to local and national retailers. The local market largely focuses on cabin recoveries to serve household needs, while the regional and national retailers also cater to hotels and industry demand.

HCS FISH FARM IN 10 DEPARTMENTS HAITI

Purpose of the Fish Farm Business Plan

HCS has embarked on plans to create a seafood-producing infrastructure that is land based and vertically integrated. The Plan will primarily focus on the needs and requirements of developing countries.

HCS plans to setup a fully functional Distribution Center to insure that underprivileged, poor and underserved communities and regions in the developing countries be fed, regardless of the population's ability to purchase the highly nutritional fish farm food from all production facilities of the fish farm infrastructure.

This plan will enable the host country to fully develop and commercialize every aspect of fish farming, which will include the following divisions to facilitate a fully functioning fish farm infrastructure:

1. Fish Hatchery Facility
2. Processing and Distribution Facility
3. Fish Fertilizer Facility
4. Fish Pet Food Facility
5. Hydroponics Facility

The above breakdown will place the host country in the enviable position of producing a fish farm infrastructure, which would allow the country to meet most of its internal needs pertaining to fish consumption as well as

processing all of the fish by-products that will be beneficial for the host country.

The fish farm infrastructure will further enable the host country to manage this integrated system and set up export rules, laws and protocols for earning foreign currency. A further explanation of the above divisions is defined in the next sections.

It is well known, that many developing Nation's population lack sufficient nutritional foods, and as such, that reality has compounded the conditions of poverty and at the same time contributed to increasing health problems, such as a pandemic condition of AIDS and the spread of many opportunistic diseases, especially malaria.

A well-organized Fish Farm Infrastructure will serve to reduce unemployment and contribute to the export earnings of the host Country, thus increasing foreign exchange and the Gross National Product (GNP).

TOTAL: \$ 80 MILLIONS USD.

AAA/DAMAS CENTER

The project DAMAS CENTER object of the present financing request is related to

The building in the Frontier between Haiti in Dominican Republic an international rate property group meant to accommodate some companies and businessmen.

The group consists of five buildings and functions. The different functions are set according to a conception based on clear and precise constraints:

- Conceive some surface areas at the same time independent the ones from The others but connected and communicating through the geometry and Architectural language in order to keep the unity of the image and The spirit of the project.
- Plan for each block independent areas devoted to car parks and peripheral Way that saves all the houses.
- Create some green spaces, esplanades and fountains which will generate a Pleasant and relaxing atmosphere .

DESCRIPTION OF THE PROJECT

Building, promotion of property group on a surface of 58 acres in the Frontier Area and comprising:

A business Center

A hotel complex with a congress palace

A Bank complex

A leisure complex

Renting and selling of property products

Leisure

Hotel Trade

Commerce

The property company manager of the project DAMAS CENTER has for main activity:

Property promoter and building

The renting, hire-purchase and sale of business, commercial and leisure property rooms.

INVESTMENT: \$200 MILLIONS USD

Chicken and Eggs Export /Production

The purpose of Human Community Services Inc. (HCS), a nonprofit, is to serve, support and provide humanitarian aid to individuals (without exclusions) and established organizations, in poor national and international areas.

A specific priority of the Organization is promoting and supporting sustainable agriculture and rural development, a long-term strategy for the conservation and management of natural resources. It aims to meet the needs of both present and future generations through programs that do not degrade the environment and are technically appropriate, economically viable and socially acceptable

Executive summary

Chicken meat touches the lives of most Haitians on an almost daily basis, with 90 per cent of the population eating chicken meat at least once a week, and a third of us eating it three or more times a week.

Chicken has grown to become an important staple of the Haitian diet, and is now Haitians' most significant source of meat protein. Chicken meat is

widely recognized to be a low fat protein source and also provides essential vitamins and minerals, notably niacin, vitamin A, vitamin E and magnesium.

Its versatility and ease of handling and cooking has made it a popular menu item, whether cooked fresh at home or in a restaurant, eaten as takeaway from a quick service restaurant, or purchased as a partially prepared meal or snack to be cooked and served at home or in a wide variety of food service situations.

The chicken meat industry is substantial and growing, with a strong presence in many rural and regional communities, where it employs people in both agricultural and food processing environments. From production to processing, Haiti's chicken meat industry is wholly Haitian-owned. With minimal international trade in chicken meat into or out of Haiti, almost all chicken eaten in Haiti, including all fresh and raw frozen chicken, is produced locally.

Forecasts uniformly predict continued steady growth in both production and domestic consumption of chicken meat.

The industry's growth over the last Twenty years has been supported by a strong commitment to research and a dynamic approach towards embracing the best new technology from all over the world and adapting it for the local circumstances. This has resulted in the adoption of superior genetics, improved bird nutrition and more effective management practices. Together, these have contributed to improved growth and bird performance and better feed conversion, boosting overall industry efficiency and productivity.

Participants in the chicken meat industry remain mindful of their responsibilities to the birds in their care, the environment in which they operate, and the consumers who place their trust in the food the industry provides. This is reflected in the industry's involvement in a range of programs focusing on food safety, environmental sustainability, animal welfare and disease risk management.

Chicken meat and trade – Imports total Investment up \$ 200 Millions

Chicken meat can be freely imported into Haiti due to the lack of production and requirements in place to protect both local commercial poultry and native birds from disease and consumers from certain food safety hazards. Quarantine conditions should focus on nine diseases and pathogens of concern, and any chicken meat products from regions which are not free of

all of these diseases needs to be cooked to various extents depending on the disease in question in accordance with the relevant import protocol.

As a result, Haiti is not a significant exporter of chicken meat. In the ten years to 2010, Haiti imported 6,000,000 Tons of chicken meat, whereas it produced well over 5,000 Tons of chicken for Haiti's consumers.

The chicken imported to Haiti is generally in tinned and fully retorted foods, such as frozen chicken meat, which has had prolonged exposure to high temperature while in its container. Occasionally, small amounts of frozen cooked chicken meat are imported from USA when exchange rates favor such trade. The whole chickens or fresh meat are imported.

For quarantine reasons, live birds cannot be imported. Fertile eggs imported for breeding purposes are brought in through quarantine facilities where the birds remain after hatching under constant veterinary control until they are nine weeks of age, whereupon they are moved out of quarantine onto secure breeding farms well removed from any other poultry.

Value of Production

The gross value of poultry meat at the time of slaughter* was forecast by HCS survey to total \$300 Million in 2010-11, \$450 Million 2011-13).

Industry estimates that consumers currently spend approximately 100 Million per annum on chicken meat in retail outlets and restaurants. The chicken meat industry is also one of the largest customers of Haiti's grains industry, purchasing over 5 per cent of all grains produced in Haiti.

Employment

Through its vertically integrated structure, the chicken meat industry provides a wide range of employment opportunities in urban, regional and rural areas.

These employment opportunities are in areas as diverse as farming, hatchery management, poultry processing, feed preparation, food processing, distribution, management, administration, quality control, research and development and veterinary services.

Many people are direct employees of the chicken meat processing companies, but employment in this sector also includes contract roles in farming, transportation and other services that support the poultry industry.

The number of people working within the industry is estimated to be approximately 20,000. In addition to this, a further 50,000 jobs are estimated to be directly dependent on the industry.

2- Production

Goals of the business plan for HCS Farming

- To substantiate the profitability of the chosen activity – poultry breeding based on the existing own production facilities and disposal/sales of down-and-feather raw materials (live-deplumation) and poultry meat on the domestic and export market;
- To analyze the market and to forecast sales of the output finished goods in the course of the increase of production capacities.

- To estimate the expected financial results and to work out the financial strategy of the company in terms of payments for the credits to the bank.

1.2. Tasks of the company for the investment period

- To reconstruct the poultry house in order to provide closed technological cycle (the first stage – poultry breeding based on the purchased young birds; the second stage – home brooding of young birds with the industrial egg production by a breeding flock and further down-and-feather raw materials and poultry meat production).

- To rehabilitate and re-equip the poultry farm and relevant infrastructure, to upgrade the vehicle depot and technological equipment;
- To enlarge the share of the regional poultry meat market based on the direct contracts with sales companies;
- To implement contracts and to develop distribution channels for export of down-and-feather raw materials.
- To ensure profit accumulation from production and sales in the amount sufficient for own needs and the implementation of the second stage of the production development and increase.

Twenty years ago the global demand for meat was 173 million ton, of which poultry made up 23 per cent. Today the annual global demand for meat sits at 285 million ton, with poultry now comprising 35 per cent or 100 million tons.

Haiti's demand for chicken meat mirrors this global trend. In the last 20 years, Haiti's production of chicken meat has decreased by 160 per cent, with Haitians now eating more chicken than any other kind of meat.

This growth has in part been driven by productivity gains that have allowed chicken meat to become the best value meat option. Chicken sales have also benefited from favorable consumer attitudes towards the product, in particular its versatility, consistency, popularity across the family and increasingly recognized contribution to a healthy diet.

Looking to the future, global food production needs to increase by more than 40 per cent by 2030 and 70 per cent by 2050 to meet the needs of an ever increasing global population (OECD-FAO, 2009).

The number of chickens slaughtered has increased steadily to meet increasing demand. This increase reflects the growing production and consumption of chicken meat in a period of relatively stable prices compared to other meats.

The percentage increase in chicken meat produced over the same period is even greater, due to market and product range changes that have fuelled demand for larger birds.

There are two stages in chicken meat processing. The first stage is primary processing, where the birds are slaughtered, plucked, cleaned, cooled and either filleted, cut into pieces or left 'whole'. The raw meat is then frozen or chilled, packaged and sent to distributors or on to the next stage - further processing. In this second stage, chicken meat is further processed by coating, crumbing, partial or complete cooking, or otherwise adding value.

Fresh and frozen raw chicken.

Fresh and frozen raw chicken meat can leave the primary processing plant whole, filleted or in pieces and about 69 per cent of production does not get processed any further. Supermarkets represent the largest distribution channel for such fresh or frozen chicken, with 40 per cent of raw chicken meat going to supermarkets. Wholesalers follow with 19 per cent. Sales to quick service restaurants, the hospitality and food services industry, specialty poultry retailers, pet food manufacturers and butchers make up a further 39 per cent.

Haiti has witnessed a steady trend away from frozen chicken, with volumes of fresh chicken now outweighing frozen by ten to one. Consumers have also shown a growing preference for purchasing chicken in pieces, ready to cook, although the sale of fresh whole chickens remains strong.

Chicken may leave primary processing packaged in bulk, or ready packed for consumers to select from the retail shelf. Some may include light spicing or marinades.

Looking to the future, HCS food production needs to increase by more than 40 per cent by 2030 and 70 per cent by 2050 to meet the needs of an ever increasing Haitian population.

The Haiti demand for meat is estimated to increase by 44 per cent to over 40 million tons by 2030 to support the Haiti's growing population and its increased appetite for meat. Poultry's growth rate is expected to be the highest at 60 per cent, with poultry forecast to make up 39 per cent of Haiti meat demand by 2030 and become the most consumed meat.

Whilst there are several reasons for this strong growth forecast, possibly the most significant is poultry's efficient use of inputs including feed.

In Haiti, many alternative agricultural pursuits are highly vulnerable to the biophysical impacts of climate change, such as water scarcity. Chicken production is less vulnerable to these impacts. This, combined with the Haiti chicken meat industry's productivity gains and value for money for the consumer, is expected to result in demand for chicken remaining strong.

Thus, investment media of the first stage of development are as follows.

- Construction of the production facilities; • Construction of the water tower; Purchase of the equipment and machines; • Purchase of the young stock for the annual production output. The total amount of investments of the first project stage -... up to 100 \$Millions
- The planned capacity of the farm - 100.000 birds at a time. Production cycle for meat products - 6 months (180 days): from the purchase of the young stock till slaughtering (one cycle a years). Down production cycle (one cycle a year): • 1 stage - 50 days (the first deplumation); • 2 stage - 40 days (the second deplumation); • 3 stage - 40 days (the third deplumation).

The present business plan has been worked out in order to substantiate timely and in-full repayment of borrowed funds and interest payments out of the profit generated from the production and sales activity of the company – project initiator.

At the HCS, you will experience the challenges of working in the humanitarian sector through practical, heart-pounding simulations. You will work on your own and in teams, and you will get to know all about HCS's values, projects, and country programs.

The HCS is an invaluable introduction to HCS for both new and experienced relief workers.

You will use the HCS to evaluate whether you think a humanitarian career with HCS is a good fit for you, and we will evaluate your suitability for a field career with us.

If you successfully complete the HCS, you may be asked to commit to a field program immediately, or you may have to wait for several months while we match your expertise to the most appropriate field position.

Tackling the world's deadliest preventable health problems

Malaria. Pneumonia. Diarrhea. Malnutrition. Measles. Complications from childbirth. These are some of the worst killers on earth.

But they shouldn't be.

With proper health care and nutrition, they can be treated. With sufficient resources, they can often be prevented.

So why isn't more being done? Why do millions of children still die from preventable diseases before their fifth birthday?

Take heart: Progress is being made. Since the U.N. Millennium Development Goals were released in 1990, child mortality has dropped by 35 percent worldwide. We have made great strides, but much more needs to be done.

For more than two decades, HCS's teams of doctors and health professionals have been actively involved in the global effort to reduce child mortality—and to provide health care and nutrition services to families in remote and devastated communities.

How HCS makes a difference:

- We respond quickly to emergencies like disease outbreaks and malnutrition.
- We support year-round health clinics so that families have regular access to primary health care and integrated nutrition services.
- We provide preventative health care, which includes vaccinating children and pregnant women against common diseases, and promoting good health and hygiene practices.
- We strengthen local health systems and build the capacity and quality of local health workers with training and supervision so that communities will receive improved health care in the future, long after we leave.

HCS brings health and nutrition services to children and their families in vulnerable communities around the world. With your support, we make it happen. Join us today. There are so many ways you can get involved.

Life-giving water, life-saving relief.

Water is the drink of life. We know we need it to survive. But when water is contaminated, it can become deadly to drink. Unsafe sanitation facilities and poor hygiene practices also lead to life-threatening diseases.

When crisis strikes, health risks multiply. Floods contaminate water sources. Wells are destroyed. Conflicts force people to flee to places without safe water or latrines. Some remote communities have never even had safe drinking water, latrines, or the knowledge about simple hygiene practices to protect their families from harm.

HCS provides water, sanitation, and hygiene (WASH) because WASH saves lives. Few things are more important for protecting public health.

How HCS makes a difference:

- We send teams of engineers, hydrologists, and other WASH specialists to assess needs and create specific solutions for each community.
- We improve access to safe drinking water through wells, boreholes, spring protection, rainwater harvesting, and other methods as appropriate.
- We build latrines and hand washing stations while also motivating communities to maximize health benefits by improving their own sanitation facilities.

- We educate families on hygiene practices that prevent diarrheal disease, including hand washing, safe water collection and storage, and waste disposal.
- We work alongside community members and provide training and capacity building with the aim of ensuring the transfer of skills and the impact of our work after we leave.

HCS's WASH projects not only save lives, they also provide more time for living. When water access is close to home, women and children no longer have to spend hours a day carrying water. Instead they use their newfound time to care for their families, study for school, or earn an income. Latrines also give privacy, offering dignity and security to women and girls in particular.

WASH brings improved health and new opportunities. WASH gives devastated communities a fresh start. Help us bring WASH to more communities. Take action today.

TOTAL= 50 MILLION

Rebuilding lives, strengthening communities

We all need a safe place to sleep, a safe community for our families to live in peace.

Safe shelter is at the very core of human survival and dignity. It gives us safety and security, protects us from harsh weather, and helps ward off disease. So when disasters destroy homes, HCS's shelter teams take action.

Shelter is our highest priority in an emergency, but it is only part of what we do. Communities also need roads and health clinics and schools. During early recovery and reconstruction, we build and repair key infrastructure to help people recover from crisis.

How HCS makes a difference:

- We send teams of engineers, architects, and other construction professionals to work with communities and determine the best ways for them to rebuild.
- We work alongside residents to build safe shelters that are resistant to future disasters and that can be transitioned into permanent homes in the future.

- We construct or upgrade vital infrastructure like schools, health clinics, roads, bridges, dams, airstrips—whatever is needed. We often use reward systems that pay local residents for their labor—crucial income for families when they need it most.
- We help reduce the risks from future disasters through training, better preparation, and upgrades to infrastructure and homes.

Join with HCS to provide shelter and infrastructure that helps families rise up from crisis and rebuild their lives. Get involved today

OUR VALUES

From the rain-swept coasts of Haiti to the mountains of Port a Piment, from crowded displacement camps in Haiti to our headquarters in Florida, HCS's internationally recruited staff are united throughout the world by a set of common values.

Integrity

We strive to live out our values and principles consistently at every level of the organization, and in every location – from the remotest team to the international headquarters. Our desire is that as we work together in teams, our attitudes, words, and actions will be true to HCS's vision and character.

Hope

We seek to bring hope to people devastated by crisis and caught in apparently hopeless situations. Together with the communities we serve, we strive to make sustainable improvements and increase their capacity to build a better future.

Compassion

We desire to relieve human suffering in times of crisis, disaster, and conflict. We seek out people who are the most vulnerable, come alongside them and offer practical support through relief and rehabilitation initiatives.

Accountability

We are committed to employ best practices in our management and operations, pursuing excellence in all we do. We make ourselves accountable to our supporters, our staff, and those we serve, and seek input from them to help us improve our activities and procedures.

Dignity

We believe that each person has been made in God's image and is therefore uniquely valuable and worthy of the highest respect. Consequently, we reach out to all those in need, irrespective of their race, gender, religion, age, or nationality. Wherever possible we personalize our assistance, taking individual needs and circumstances into account, and respecting the dignity and independence of the people we serve.

Faith

We are motivated to care for those who suffer because we follow Jesus Christ, who taught us to love God and to care for those in need. Our faith inspires us to give our best in all circumstances. By faith we pray for wisdom when facing difficult decisions, and for courage to live and work in demanding and often dangerous situations

Are you seeking a rewarding humanitarian career?

HCS gives experienced professionals like you the opportunity to use your skills in the humanitarian sector to help those in greatest need.

Maybe you're an experienced relief or development worker, still brushing off the dust from your last field assignment. You might have heard about HCS's reputation for great team spirit, and for delivering high-quality humanitarian aid that makes a significant impact on vulnerable populations.

Or maybe you are new to the world of humanitarian aid? Maybe you're wondering what it's like to live and work in the field, and whether you've got what it takes to thrive in such a challenging environment. You might be wondering whether HCS can use someone with your professional skills. We are one of only a few NGOs that provide career opportunities for professionals who have no previous relief work experience.

What's so rewarding about a career with HCS? You will help save and sustain the lives of people who truly need assistance, while also learning new skills in a complex humanitarian environment. You will immerse yourself in a

foreign culture and experience the joys and challenges of living and working with an international team. You will know the rich blessing of saving a life, of teaching new skills, of seeing communities restored and transformed.

What kind of professional experience is HCS looking for?

We are looking for professionals from our three core activities: Health and Nutrition, Water, Sanitation, and Hygiene (WASH), and Shelter and Infrastructure.

We also need experienced staff with a background in senior management, project and team management, project support, logistics, finance or accounting, human resources, marketing, communications, fundraising, media, and/or ICT.

Do you share our values?

HCS's leadership—including our Internationally Recruited Staff and Headquarters staff—are committed to values that unite us. Our values are: faith, hope, accountability, integrity, dignity, and compassion.

Before you apply

Check the selection criteria, benefits, and application process for each type of candidate:

- New Relief Workers for applicants with less than 12 months of relief or development experience
- Experienced Relief Workers for applicants with more than 12 months of relief or development experience
- Headquarters Staff to work at our HQ offices in Miami, Florida

Accountability

- *Accountability is at the core of what we do.* We make ourselves accountable to our supporters and the people we serve.
- *Families count on us.* When you reach out your hand to lift someone up, you can't let them fall. At HCS, we follow the principles of beneficiary accountability: We consult closely with communities, including them in decision-making, involving them in the design, implementation, and monitoring of projects, and giving them opportunities to offer suggestions throughout the process.
- *Donors count on us.* As a donor, you need to know that your funds are being used appropriately and with maximum efficiency to benefit those

in need. Every year, we undergo rigorous internal and external audits and publicly release our financial statements to give you confidence that your funds are being used wisely. We are committed to employing best practices in our management and operations, adhering to humanitarian principles established by the Sphere Project.

THE HCS EXECUTIVE LEADERSHIP TEAM

CEO/President

Vice President, Development

Executive Office Director

Human Resources Director

International Director

Finance Director

Chief Operating Officer (Strategy/Operations)

Deputy Executive Director

Communications & Fundraising Director

Internal Controller

Director of Programs

Director of Development

HUMAN COMMUNITY SERVICES INC.

President/CEO

Position

The President, a newly created position, will report into the Founder and work collaboratively with the Board of Directors in leading the transformation of HCS Nonprofit from its current stage to a more mature organization capable of delivering on its long term vision. Specifically, s/he will ensure that HCS Nonprofit's fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization.

Responsibilities

Strategic vision and leadership

- Collaborate with the founder and the board to refine and implement the strategic plan while ensuring that the budget, staff and priorities are aligned with HCS Nonprofit's core mission
- Provide inspirational leadership and direction to all executives, and ensure the continued development and management of a professional and efficient organization; establish effective decision-making processes that will enable HCS Nonprofit to achieve its long- and short-term goals and objectives
- Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals
- In partnership with the Founder, help build a diverse and inclusive Board representative of the community that is highly engaged and willing to leverage and secure resources

Development

- Ensure that the flow of funds permits HCS Nonprofit to make continuous progress towards the achievement of its mission and that those funds are allocated properly to reflect present needs and future potential

- Formulate and execute comprehensive marketing, branding and development strategies that will ensure consistency throughout the organization and enhance revenue from major donors, foundations, government agencies, and corporations

Strengthening infrastructure and operations

- Ensure the delivery of high quality services while managing for current and future growth
- Support and motivate the organization's staff
- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create and promote a positive, multicultural work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs
- Oversee the financial status of the organization including developing long and short range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff

Program Development

- Rationalize the delivery of programs through new and existing offices and partnerships
- Increase efficiencies and consistency throughout the organization by developing and implementing standardized programs, services and program office marketing

Qualifications

- Minimum with an MBA, MPA or related advanced degree
- At least 15 to 20 years of overall professional experience
- Prior nonprofit experience ideal; management of a global or multisite organization preferred
- Significant board development, fundraising, marketing/branding and fiscal management experience a must
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate, and guide investment in people and systems; keen analytic, organization and problem solving skills, which support and enable sound decision making
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a

persuasive negotiator able to achieve consensus amongst differing opinions

- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder, and fundraiser
- Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse team

Executive Director

Job Description

The HCS, Inc. is a non-profit, multi-service organization dedicated to promoting the highest level of independence and personal freedom..... We are seeking an energetic, compassionate and experienced Executive Director to lead, develop and execute successful management, planning, responsibility, and supervision of the agency. This is accomplished through the interactions with the Board of Directors, agency personnel, stakeholders and a range of external organizations and individuals.

Executive Director responsibilities include the following:

- Assisting the Board of Directors in developing and implementing Board Policies and Procedures.
- Representing consumer and staff needs and concerns
 - Development of policies, programs, and trainings
 - Develop/implement an annual operating budget, including fundraising/developing resources through municipal, county, state, and other funding sources
 - Manage financial audit, fiscal records, financial reports
 - Provide leadership, direction, and development of staff
 - Supervise development and operations of approved programs (residential services, community supports, employment supports, and case management)
 - Develop/revise written job descriptions for all agency staff and volunteers
 - Recruit, hire, supervise, and evaluate all administrative staff
 - Evaluate program effectiveness and staffing patterns

- Assure compliance with all federal, state, and local statutes, ordinances and regulations
- Partner with the Board of Directors to develop and implement strategic planning
- Reporting to the Board of Directors accomplishments versus planned achievements of the strategic plan and programs

Planning & New Business:

- Design the national expansion and complete the strategic business planning process for the program expansion into new markets
- Begin to build partnerships in new markets, establishing relationships with the funders, and political and community leaders at each expansion site
- Be an external local and national presence that publishes and communicates program results with an emphasis on the successes of the local program as a model for regional and national replication.

Requirements:

A Master's Degree in Business or a related field with a minimum of 8 years' experience in the management of a not-for-profit organization. The Board of Directors may consider combinations of other training and experience.

The selected individual will possess excellent oral/written communication skills; presentation skills. Proficiency in financial management is required.

EMPLOYMENT CONDITIONS:

This is a full time, exempt position with fringe benefits. An initial background check will be completed to ensure the employee meets the standards set by the agency and random background checks will be conducted throughout employment to ensure continued integrity of the employee. Employees must have and maintain a valid driver's license.

- seek and build board involvement with strategic direction for both ongoing local operations as well as for the national rollout
- Lead, coach, develop, and retain HCS Nonprofit's high-performance senior management team Ensure effective systems to track scaling progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the board, funders, and other constituents

Nonprofit Deputy Executive Director

Reporting to the Executive Director (ED) will have overall strategic and operational responsibility for HCS Nonprofit's staff, programs, expansion, and execution of its mission. S/he will initially develop deep knowledge of field, core programs, operations, and business plans.

Responsibilities

Leadership & Management:

- Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals
- Actively engage and energize HCS Nonprofit volunteers, board members, event committees, alumni, partnering organizations, and funders
- Develop, maintain, and support a strong Executive Director: serve as ex-officio of each committee.
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed.

- **Fundraising & Communications:**

- Expand local revenue generating and fundraising activities to support existing program operations and regional expansion while simultaneously retiring building debt
- Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand
- Use external presence and relationships to garner new opportunities

Planning & New Business:

- Design the national expansion and complete the strategic business planning process for the program expansion into new markets
- Begin to build partnerships in new markets, establishing relationships with the funders, and political and community leaders at each expansion site
- Be an external local and national presence that publishes and communicates program results with an emphasis on the successes of the local program as a model for regional and national replication.

Qualifications:

The Deputy will be thoroughly committed to HCS Nonprofit's mission. All candidates should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:

- Advanced degree, ideally a Bachelor, with at least 5 years of senior management experience; track record of effectively leading and regionally and/or nationally scaling a performance- and outcomes-based organization and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with an Executive Director with the ability to cultivate existing board member relationships.

- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed

**HUMAN COMMUNITY SERVICES INC.
Director of Finance and Administration**

Position

Reporting to the executive director (ED), the director of finance and administration will define the process and implement the infrastructure/systems needed to support substantial growth over the next five to 10 years. S/he will continue to build and manage effective and streamlined administrative/financial systems, including financial, accounting, legal, information technology (IT), human resources (HR), and physical infrastructure.

As a member of the senior management team, the director will be involved in strategic planning, evaluation, and professional development initiatives, the director will also interact with program recipients as a mentor.

Specific responsibilities include:

Financial Management

- Review and approve preparation and finalization of monthly and annual financial reporting materials and metrics for HCS Nonprofit's board of directors.
- Oversee budgeting, financial forecasting, and cash flow for administration, existing programs, and proposed new sites.
- Manage one full-time accounting administrator; hire and retain support staff as needed in the future.
- Coordinate all audit activities.

Administrative Leadership and Management

- Serve as a business partner to the ED on the organization's financial, budgeting, and administrative processes—including HR, payroll, and benefits functions—with an eye to continuously developing and improving systems.
- Lead HCS Nonprofit's technical staff to design an IT plan for the future, and implement it successfully to meet IT needs (hardware and software) as the organization grows.
- Manage the organization's physical infrastructure, physical plant, and system maintenance (phone system, security, cleaning, supplies, etc.), with assistance from two office managers.

Program Recipient Mentoring

- Develop successful and trusting relationships with the program recipients and create and sustain an environment at HCS Nonprofit that supports these relationships.
- Teach/facilitate classroom activity approximately three hours per week, and serve as an advisor for approximately five program recipients (required of all HCS Nonprofit staff).

Qualifications

The director of finance and administration will have at least five to eight years of professional experience, including managing the finance and administration of a high-growth \$10 million to \$20 million organization (preference given to nonprofit experience). S/he will have experience creating and driving the analytic framework for planning and managing organizational change in a highly entrepreneurial organization.

The director of finance and administration will have the following experience and attributes:

- Bachelor's degree (MA/MBA preferred) in Business, Management, or Finance.
- Excellent people skills, with experience collaborating in a multi-disciplinary, diverse, and dynamic team.
- Demonstrated experience in financial management and accounting, ideally in the nonprofit sector.
- Experience should include legal, audit, compliance, budget, and resource development.

- Demonstrated resourcefulness in setting priorities, proposing new ways of creating efficiencies, and guiding investment in people and systems.
- Proven effectiveness leading professionals in finance and accounting.
- Technologically savvy, with an ability to point to examples of having worked with IT staff to develop and implement new processes and systems that increased efficiency in a fast-moving environment.
- Flexible and a self-starter; able to multi-task while also being highly detail-oriented.
- Personal qualities of integrity, credibility, and a commitment to HCS Nonprofit's mission

Nonprofit Controller

Position

Reporting to the chief financial officer (CFO), the Controller will be responsible for oversight of all finance, accounting and reporting activities. As the number-two executive to the CFO, the Controller will be involved in supporting presentations to the board finance and audit committee and will work closely with the senior leadership team.

The Controller will lead all day-to-day finance operations of a budget of \$ million and supervise a team of X staff members including functional responsibility over accounting, accounts payable, accounts receivable, payroll, and grants administration. The Controller will ensure that HCS Nonprofit has the systems and procedures in place to support effective program implementation and conduct flawless audits. The Controller will work closely with program leaders and their staffs, not only to educate them regarding finance and accounting procedures but also to explore how the finance function can support program operations.

In addition, s/he will partner with the CFO, senior leadership, and the human resources (HR) and information technology (IT) staff to enhance and better integrate finance, HR, and IT functions.

Responsibilities

Finance and Accounting Leadership

- Oversee all accounts, ledgers, and reporting systems ensuring compliance with appropriate standards and regulatory requirements.
- Maintain internal control and safeguards for receipt of revenue, costs, and program budgets and actual expenditures.

- Coordinate all audit activity.
- Consistently analyze financial data and present financial reports in an accurate and timely manner; clearly communicate monthly, quarterly, and annual financial statements; monitor progress and changes and keep senior leadership abreast of HCS Nonprofit's financial status;
- Assist HCS Nonprofit's leadership in the annual budgeting and planning process; administer and review all financial plans and compare to actual results with a view to identify, explain, and correct variances as appropriate.
- Support the CFO in engaging the board's audit and finance committees around issues and trends in financial operating models and delivery.
- Oversee all financial, project/program and grants accounting; ensure that expenditures are consistently aligned with grant and program budgets throughout the grant/fund period; collate financial reporting materials for government, corporate, and foundation grants;
- Manage organizational cash flow forecasting by working in partnership with the program vice presidents; continuously collaborate with program vice presidents to assess the financial efficacy of program operations and establish finance and administrative systems to support program operations.
- Manage and track the performance of invested assets in keeping with policies and investment guidelines.

Team Leadership

- Leverage strengths of the current finance team members, help to clarify roles and responsibilities and develop and implement training programs in order to maximize and reach optimal individual and organizational goals;
- Provide leadership in strengthening internal communications with staff at all levels throughout the organization; create and promote a positive and supportive work environment.

Qualifications

This is an extraordinary opportunity for a mature leader with seven to ten years of accounting and finance experience, ideally beginning in accounting and audit, followed by experience gathering, evaluating, presenting and reporting financial information to executive teams and external stakeholders. S/he will ideally have experience in a complex nonprofit that has multiple program.

Other qualifications include:

- Leverage strengths of the current finance team members, help to clarify roles and responsibilities and develop and implement training programs in order to maximize and reach optimal individual and organizational goals;
- Provide leadership in strengthening internal communications with staff at all levels throughout the organization; create and promote a positive and supportive work environment.
- Personal qualities of integrity, credibility, and unwavering commitment to HCS Nonprofit's mission; a proactive, hands-on strategic thinker who will own, in partnership with the CFO, the responsibility for finance
- Minimum of a BA; CPA and/or MBA preferred
- Solid experience coordinating audit activities and managing reporting, budget development and analysis, accounts payable and receivable, general ledger, payroll, and accounting for investments
- A track record in grants management as it relates to compliance and reporting of government, corporate and foundation grants is essential
- Technology savvy with experience selecting and overseeing software installations and managing relationships with software vendors; advanced knowledge of accounting and reporting software
- Commitment to recruiting, mentoring, training, and retaining a diverse team; the foresight and ability to delegate accordingly
- Keen analytic, organization and problem solving skills which allows for strategic data interpretation versus. simple reporting
- Strong interpersonal and communication skills; experience in effectively communicating key data, including presentations to senior management, board or other outside partners
- Ability and desire to translate complex financial concepts to individuals at all levels including finance and non-finance manager

**HUMAN COMMUNITY SERVICES INC.
Director of Finance and Administration**

Position

The Director of Finance and Administration will be a strategic thought-partner, and report to the executive director (ED). The successful candidate will be a hands-on and participative manager and will lead and develop an internal team to support the following areas: finance, business planning and budgeting, human resources, administration, and IT.

The Director of Finance and Administration will play a critical role in partnering with the senior leadership team in strategic decision making and operations as HCS Nonprofit continues to enhance its quality programming and build capacity. This is a tremendous opportunity for a finance and operations leader to maximize and strengthen the internal capacity of a well-respected, high-impact organization.

Responsibilities

Financial Management

- Analyze and present financial reports in an accurate and timely manner; clearly communicate monthly and annual financial statements; collate financial reporting materials for all donor segments, and oversee all financial, project/program and grants accounting.
- Coordinate and lead the annual audit process, liaise with external auditors and the finance committee of the board of directors; assess any changes necessary.
- Oversee and lead annual budgeting and planning process in conjunction with the ED; administer and review all financial plans and budgets; monitor progress and changes and keep senior leadership team abreast of the organization's financial status.
- Manage organizational cash flow and forecasting.
- Implement a robust contracts management and financial management/ reporting system; ensure that the contract billing and collection schedule is adhered to and that financial data and cash flow are steady and support operational requirements.
- Update and implement all necessary business policies and accounting practices; improve the finance department's overall policy and procedure manual.
- Effectively communicate and present the critical financial matters to the board of directors.

Human Resources, Technology and Administration

- Further develop HCS Nonprofit's human resources and administration, enhancing professional development, compensation and benefits, performance evaluation, training and recruiting.
- Ensure that recruiting processes are consistent and streamlined.
- Establish and manage a comprehensive training program to educate employees regarding staff tools, policies and procedures.
- Work closely and transparently with all external partners including third-party vendors and consultants.

- Oversee administrative functions as well as facilities to ensure efficient and consistent operations as the organization scales.

Qualifications

- Minimum of a B.A., ideally with an MBA/CPA or related degree
- At least 7-10 years of overall professional experience; ideally 6+ years of broad financial and operations management experience
- The ideal candidate has experience of final responsibility for the quality and content of all financial data, reporting and audit coordination for either a division or significant program area, and has preferably overseen a human resources function previously
- Ability to translate financial concepts to – and to effectively collaborate with -- programmatic and fundraising colleagues who do not necessarily have finance backgrounds
- A track record in grants management
- Technology savvy with experience selecting and overseeing software installations and managing relationships with software vendors; knowledge of accounting and reporting software
- Commitment to training programs that maximize individual and organization goals across the organization including best practices in human resources activities
- A successful track record in setting priorities; keen analytic, organization and problem solving skills which support and enable sound decision making
- Excellent communication and relationship building skills with an ability to prioritize, negotiate, and work with a variety of internal and external stakeholders
- A multi-task with the ability to wear many hats in a fast-paced environment
- Personal qualities of integrity, credibility, and dedication to the mission of HCS Nonprofit

Chief Operating Officer (Strategy/Operations)

Position Description

Reporting to the executive director (ED), the Chief Operating Officer (COO) will have overall strategic and operational responsibility for all HCS Nonprofit programs and will manage a group of program directors. As the chief program officer of HCS Nonprofit, s/he will provide leadership to the HCS Nonprofit strategic planning process and will implement new programmatic

strategic initiatives. In addition, the COO will: provide coordination for the HCS Nonprofit senior management team; serve as liaison to HCS Nonprofit's partners; and work with HCS Nonprofit's Board of Directors to keep them abreast of programmatic strategies and challenges.

The COO will partner with the ED and her/his peers (the chief financial officer (CFO), director of development, and director of human resources) and will be responsible for developing, implementing, and managing the operational aspects of the annual budget. Finally, the COO will cultivate existing relationships with public and private funders.

Responsibilities

Program Operational Leadership:

- Provide effective and inspiring leadership by being actively involved in all programs and services, developing a broad and deep knowledge of all programs.
- Identify opportunities for HCS Nonprofit to leverage cross-program strengths to take advantage of new opportunities and/or to address organizational challenges.
- Lead, coach, develop, and retain HCS Nonprofit's high-performance senior management team with an emphasis on developing capacity in strategic analysis and planning and program budgeting.
- Develop and implement training programs and retreats to expand the capacity of all staff.
- Prepare and submit an annual operational budget, manage effectively within this budget, and report accurately on progress made and challenges encountered.
- Ensure the continued financial viability of HCS Nonprofit's operational units through sound fiscal management.

External Relationship Development:

- Manage and cultivate existing relationships with funders to secure and expand recurring revenue streams.
- Publicly represent HCS Nonprofit with the media and external constituency groups including community, governmental, and private organizations and build excitement for HCS Nonprofit's mission.

Strategic Plan Implementation:

- Provide programmatic leadership and input for all strategic plan implementation processes with the ED and staff. Coach program

directors as they implement the strategic plan and transition program operations.

- Develop and implement a system for tracking and reporting on the progress of the strategic plan implementation.

Qualifications

This is an extraordinary opportunity for an individual with extensive program management experience to grow and further develop a proven program that has already made significant impact. The successful candidate will partner with the ED and work collaboratively with a high-performance management team.

Specific requirements include:

- Minimum BS/BA degree with at least 10 years of experience and a track record in senior program management.
- Excellence in organizational management with the ability to coach a senior-level staff to manage and develop high-performance teams and develop and implement program strategies.
- Deep experience in program budgeting and fiscal management.
- Track record of effectively leading a direct service organization with a complex array of programs with the ability to leverage strengths across program areas; excellent project management skills.
- Analytic and decisive decision maker with the ability to prioritize and communicate to staff key objectives and tactics necessary to achieve organizational goals.
- Ability to point to specific examples of having led organizational transformation projects and program development.
- Past experience managing human resources function including personnel, compensation, and recruiting.
- Unwavering commitment to quality programs and data-driven program evaluation.
- Fundraising experience with the ability to engage a wide range of stakeholders and cultures.
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent public speaking skills.
- Action-oriented, entrepreneurial, flexible, and innovative approach to operational management.
- Passion, humility, integrity, positive attitude, mission-driven, and self-directed

HUMAN COMMUNITY SERVICES INC.
Director of Communications and Public Affairs

Position

The Director of Communications and Public Affairs will lead an initial team of four and coordinate the organization's overall communications strategy. Reporting to the Chief Executive Officer, the Director of Communications and Public Affairs will work collaboratively with senior leadership to develop and implement communication strategies to broaden the impact of HCS Nonprofit's programs and oversee organizational messaging and constituent services.

Responsibilities

- Collaborate with the CEO and senior leadership to develop communications strategies that will broaden programmatic reach and deepen impact
- Develop and refine HCS Nonprofit's "core" messages to ensure organizational consistency
- Identify significant media and public policy issues that can be leveraged to support HCS Nonprofit's work, and create and implement plans to exploit them
- Serve as executive editor for the organization's website
- Oversee organizational response to inquiries about HCS Nonprofit

Qualifications

- Significant communications experience that includes a blend of advocacy and media relations
- A strong track record of positioning an organization to achieve tangible outcomes in a competitive communications environment
- Ability to coach and support senior leaders as spokespersons

Director of Communications

Position

Reporting to the Vice President (VP), the Director of Communications will set and guide the strategy for all communications, website, and public relations messages and collateral to consistently articulate HCS Nonprofit's mission. The Director of Communications will ensure that HCS Nonprofit is viewed as the primary source, disseminator, and conduit of information within this diverse network and constituent base.

The Director of Communications will work closely with a senior peer group within the organization as the communications partner on a variety of strategic initiatives.

Responsibilities

- Develop, implement, and evaluate the annual communications plan across the network's discreet audiences in collaboration with the HCS Nonprofit team and constituents
- Lead the generation of online content that engages audience segments and leads to measurable action. Decide who, where, and when to disseminate
- Put communications vehicles in place to create momentum and awareness as well as to test the effectiveness of communications activities
- Manage the development, distribution, and maintenance of all print and electronic collateral including, but not limited to, newsletters, brochures, and HCS Nonprofit's website
- Mentor and lead a team member responsible for HCS Nonprofit's website administration and coordination
- Coordinate webpage maintenance—ensure that new and consistent information (article links, stories, and events) is posted regularly
- Track and measure the level of engagement within the network over time
- Manage development, distribution, and maintenance of all print and electronic collateral including, but not limited to, newsletters, brochures, annual report, e-newsletters, and HCS Nonprofit's website
- Coordinate and organize annual meetings that engage the network's discreet audiences
- Manage all media contacts

Qualifications

HCS Nonprofit is seeking an accomplished Director of Communications who has at least 10 years of communications experience, ideally in an “in-house” leadership role within a complex (number and variety of constituents) nonprofit entity, and covering areas such as website content, newsletters, and donor communications. The ability to take knowledge and transform it into exciting and useful messages, and disseminate it to the right audiences through the best distribution channels is critical.

- Highly collaborative style; experience developing and implementing communications strategies
- Excellent writing/editing and verbal communication skills

- A strong track record as an implementer who thrives on managing a variety of key initiatives concurrently
- Relationship builder with the flexibility and finesse to "manage by influence"
- High energy, maturity, and leadership with the ability to serve as a unifying force and to position communications discussions at both the strategic and tactical levels
- Sincere commitment to work collaboratively with all constituent groups, including staff, board members, volunteers, donors, program participants, and other supporters
- Self-starter, able to work independently, and entrepreneurial; enjoys creating and implementing new initiatives

Director of Development

Position

Reporting to and working in close collaboration with the Vice President (VP), Development, the Director of Development will design and execute on a comprehensive development strategy for HCS Nonprofit. The Director of Development will oversee and execute on both capital campaigns and ongoing fundraising efforts. S/he also will form and manage the HCS Nonprofit development team.

Responsibilities

- **Design development strategy for HCS Nonprofit:** Work with the management team to identify funds needed, preferred funding targets, and approaches
- **Form and manage development team:** Work with the VP of Development and senior leadership team to form a development team
 - Identify staffing needs for capital campaigns and ongoing development
 - Interview candidates and hire team members
 - Oversee development team, once formed
- **Fundraising:** Conduct research, prospecting, and application to multiple donor sources
 - Manage capital campaigns, engaging and overseeing capital campaign firms as necessary
 - Oversee ongoing development efforts
- **Build a robust donor base:** Develop and maintain key long-term relationships with donors and prospects
- **Communicate and train:** Train and mentor development staff and communicate fundraising goals and progress throughout HCS Nonprofit

Qualifications

- **Development/Fundraising:** Proven success in development for a large nonprofit. Experience running capital campaigns and success fundraising from multiple donor channels
- **Project Leadership:** Experience in planning, leading, and managing development projects, including coordinating with peers to achieve desired outcomes, and tracking and reporting on progress to senior managers/board of directors
- **Entrepreneurial Spirit:** Takes initiative and actively seeks to deepen current donor relationships and to forge new ones
- **Communications:** Skilled in creating powerful, compelling written and oral communications for fundraising. Ability to convey complex ideas through brief, simple materials. Experience and credibility when presenting materials to external audiences
- **Influencing:** Gets others to accept ideas by using convincing arguments, creates a win-win situation and responds appropriately to key stakeholders
- **Collaboration:** Effective at working with others to reach common goals and objectives
- **Relationship Building:** Skilled at establishing and cultivating strong relationships with peers, across different levels of the organization and externally

HUMAN COMMUNITY SERVICES INC.

Vice President, Development

Position

Reporting to the Chief Executive Officer (CEO), the Vice President (VP), Development serves as a key leadership team member and an active participant in making strategic decisions affecting HCS Nonprofit. In partnership with the ED, this position is responsible for all fundraising and development activities. The successful candidate will help forge new relationships to build HCS Nonprofit's visibility, impact, and financial resources. The VP, Development also will design and implement a comprehensive plan for developing key external alliances by cultivating individual and philanthropic support.

The VP, Development will have primary responsibility for establishing and implementing the infrastructure needed to grow a \$XM budget through the solicitation of major gifts, federal and state grants, special events, and corporate and foundation support.

S/he will expand and diversify HCS Nonprofit's donor base/pipeline and work closely with other team members to secure funding for new initiatives. In addition, the VP will work closely with the board of directors and support board members as they take on a more active fundraising role.

It is expected that the amount raised by HCS Nonprofit will increase in future years as the VP, Development systematically and effectively strengthens the organization's overall fundraising capacity.

Responsibilities

- Support and partner with the ED and board members on all major fundraising initiatives
- Collaborate with the Chief Operating Officer (COO) to develop and implement HCS Nonprofit's financial strategy
- Actively work with the ED and senior staff to develop and implement a comprehensive development strategy to include corporate, foundation, government grants, etc.
- Have primary responsibility for development and execution of all proposals; write and archive all proposals with a long-term relationship-management approach
- Oversee research funding sources and trends, with foresight, to help position HCS Nonprofit ahead of major funding changes or trends
- Monitor all donor information; provide and present statistical analysis to board and senior leaders
- Develop and implement a stewardship program aimed at cultivating deeper ties with donors
- Monitor and report regularly on the progress of the development program
- Identify, develop, and mentor the development team

Qualifications

- 10-plus years of professional experience in a nonprofit organization; demonstrated success in a development function (managing and forging relationships with multiple donor sources)
- Tangible experience of having expanded and cultivated existing donor relationships over time
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships
- Strong organizational skills
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives

- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within and outside HCS Nonprofit
- Bachelor's degree required, Master's preferred
- High energy and passion for HCS Nonprofit's mission is essential
- Ability to construct, articulate, and implement annual strategic development plan
- Strong organizational and time management skills with exceptional attention to detail
- Customer focus
- Excellent verbal and written communication skills
- A professional and resourceful style; the ability to work independently and as a team player, to take initiative, and to manage multiple tasks and projects at a time

**HUMAN COMMUNITY SERVICES INC.
Director of Programs**

Position

Reporting to the Executive Director (ED), the Director of Programs will be responsible for the operational success of HCS Nonprofit ensuring seamless team management and development, program delivery, and quality control and evaluation. In this newly established role, the Director of Programs will manage a growing staff of X. The Director of Programs will be the key external face of HCS Nonprofit in the community.

Responsibilities

Leadership:

- Cultivate existing relationships with vendors with the goal of ensuring sufficient space and resources, and access to services
- Develop and implement strategies that will maximize the synergies among program areas

Team Management and Development:

- Develop and implement a system to evaluate the skill, experience, and professional development needs of all staff
- Implement a professional development program to address employee experience and skill gaps

- Work with staff to develop objective performance measurements across all sites, to ensure consistent, high-quality evaluation and goal setting for all employees
- Instill a sense of accountability among team members by modeling tight oversight of individual and organization performance standards
- Recruit, hire, and oversee training and orientation of all staff members

Program Operational Management:

- Using the existing balanced score card and program dashboard; establish consistent, objective program performance standards of accountability

Qualifications

This is an extraordinary opportunity for an individual with team management experience to grow and further develop a proven program. The successful candidate will lead programs, partner with the ED and work collaboratively with a high-performance management team. Specific requirements include:

- Minimum of a BA, MA preferred
- At least 10 years of experience with three of those in a team management role
- Demonstrated success developing and evaluating program models, and selecting and successfully operationalizing innovative programs
- Proficient in using technology as a management reporting tool and experience working with information technology staff to develop and implement program evaluation systems
- Strong project management skills managing complex, multifaceted projects resulting in measurable successes and program growth
- Experience having worked with a high-performance, collaborative, constructive peer group
- Strength in hiring, recruiting, managing, developing, coaching, and retaining individuals and teams, empowering them to elevate their levels of responsibility, span-of-control and performance
- Deep understanding of human resources, employee performance improvement plans, and corrective action policies
- Demonstrated results in managing through complex systems and proven experience negotiating win-win agreements
- Excellent verbal and written communication skills with exceptional attention to details
- Personal qualities of integrity, credibility, and a commitment to and passion for HCS Nonprofit's mission.

SALARIES /BUDGET EXPENSES =\$250 MILLION

- **GRAND TOTAL: \$ 1,500 BILLION USD.**
- **FOR HUMAN COMMUNITY SERVICES INC**
- **HON STANLEY H DAMAS**
- **PRESIDENT /CEO**