

**Print****Advisory Board & Committee Interest Form - Submission #24689****Date Submitted: 3/3/2024****Last Name\***

Compas

**First Name\***

Marie

**District # You Live In.\***

1

**Home Address\***

5320 SW 24th Street

**City\***

Hollywood

**State\***

FL

**Zip Code\***

33023

**Home Phone**

954-295-4329

**Cell Phone**

954-295-4329

**Email Address\***

MKCOMPAS12@GMAIL.COM

**Owner or Renter \***

Own

**Number of years as city resident\***

20

**Are you registered to vote in Broward County? \***

Yes

**Education (highest degree / level)**

MS

**Occupation\***

Human Resource Administrator

**Work Phone****Business Name\***

School Board of Broward Country

**Business Address****City****State****Zip Code****Identify the board / committee(s) to which you request appointment (Please rank in order of preference)****Selection (1)\***

Education Advisory Committee

**Selection (2)\***

None

**Selection (3)\***

None

**Selection (4)\***

None



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**Affordable Housing Advisory Committee - Questions\***

Please answer these five questions above. 1. In your opinion what is the greatest challenge to keeping housing affordable in Hollywood? 2. Which of the following disciplines are you most skilled? • Home Purchase Education, • Housing Market Employment, • Housing Market Stability, • Affordable Housing Construction, \* Affordable Housing Activism. 3. Which of the following disciplines are you most passionate? • Ownership Housing Affordability, • Rental Housing Affordability, • Housing Market Stability, • New Housing Construction, \* Fair Housing. 4. What (if any) life experience motivated you toward volunteerism? 5. What role does housing diversity play in Hollywood's economic health?

**African American Advisory Council - Questions\***

Please answer these five questions above. 1. What is the greatest challenge facing the African American Community in Hollywood? 2. How many hours per month can you dedicate to AAAC initiatives? 3. Which of the following disciplines are you most skilled? \* Education, \* Employment, \* Economics, \* Cultural Awareness, \* Housing. 4. Which of the following disciplines are you most passionate? \* Education, \* Employment, \* Economics, \* Cultural Awareness, \* Housing. 5. What (if any) life experience motivated you toward volunteerism?

**Artwork Selection Committee - Questions\***

Please answer these five questions above. 1. What are your primary interest in City Government and City Services? 2. Why do you want to join the Artwork Selection Committee? 3. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 4. Are you available to attend regular committee board meetings scheduled for the Second Monday each month at 5:30pm? 5. What is your one area of highest interest related to the Arts within the City of Hollywood?

**Civil Service Board - Questions\***

Please answer these five questions above. 1. Describe your involvement with establishing, reviewing and interpreting policies and procedures? 2. Describe your involvement in employment practices including interviewing, testing, hiring, selection and promotion, demotions, transfers, etc. 3. Describe your knowledge of Civil Service and its purpose. 4. Why do you want to serve on this Civil Service Board? 5. Are you a continuous resident of and continuous registered elector in the City of Hollywood?

**Community Development Advisory Board - Questions\***

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Please answer these five questions above. 1. Do you reside in a low and moderate income (LMI) neighborhood in Hollywood per the most recent US Census data? A Hollywood LMI Map is located at [www.hollywoodfl.org](http://www.hollywoodfl.org) on the Community and Economic Development webpage. 2. What Community Development issues do you believe are the most important to Hollywood? 3. What is your definition of a healthy neighborhood? 4. What do you believe is the vision and primary work of the Community Development Advisory Board? 5. What do you believe uniquely qualifies you to serve on the Community Development Advisory Board?

**Education Advisory Committee - Questions\***

Please answer these five questions above.

1. What are the current challenges facing education? Enrollment, Reading Scores, Student Engagement
2. What is your vision for education in Hollywood?
3. What do you see as the primary work of the Education Advisory Committee? Ensure that all students have access to equitable education and learning opportunities.
4. With only one meeting a month, the Committee is limited in what it can do. How does/should the Committee decide what's most important? S.M.A.R.T. Goals, Survey from stakeholders, Current challenges at schools, pending concerns.
5. How can the Committee know if its mission and goals are being accomplished? Ask their clients, the students.

Please answer these five questions above. 1. What are the current challenges facing education? 2. What is your vision for education in Hollywood? 3. What do you see as the primary work of the Education Advisory Committee? 4. With only one meeting a month, the Committee is limited in what it can do. How does/should the Committee decide what's most important? 5. How can the Committee know if its mission and goals are being accomplished?

**Employees' Retirement Plan - Questions\***

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Please answer these five questions above. 1. Are you familiar with the State's Sunshine Laws (Chapter 119 of the Florida Statutes)? 2. Are you available to attend in person regular monthly Board meeting (typically held the 4th Tuesday of each month)? 3. What knowledge, skills and/or abilities will you bring to the Employees' Retirement Plan? 4. What do you believe are the responsibilities of a trustee on a municipal retirement plan board? 5. Are you familiar with municipal defined benefit retirement plans and/or have previous experience serving on a municipal retirement plan board?

**Firefighters' Pension Board - Questions\***

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Please answer these five questions above. 1. What knowledge, skills and abilities would you bring to the meetings? 2. What experience do you have with firefighter pensions? 3 What is your financial background? 4. How many years have you lived in Hollywood? 5 How familiar are you with local retirement systems?

**General Obligation Bond Oversight Advisory Committee - Questions\***

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Please answer these four questions above. Why do you want to join the GO Bond Oversight Advisory Committee? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. 3. Which Bond interests you the most? Public Safety? Parks/Golf/Open Space or Neighborhoods & Resiliency? 4. What is your perspective on city quality of life, healthy neighborhoods, economic development & a strong tax base?

**Historic Preservation Board - Questions\***

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Please answer these five questions above. 1. How have you prepared yourself to serve on the Historic Preservation Board? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. \* Personal experiences, \* Professional experiences. 3. What is your perspective on balancing growth of the City's tax base, within the Historic Districts, while maintaining neighborhood stabilization? 4. How would you balance historic architecture with modern architectural styles? 5. What do you like about the City's different Historic Districts?

**Hollywood Centennial Celebration Committee\***

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Please answer these five questions above. 1. What is your primary interest in serving on the Committee? 2. What is your financial/accounting background? 3. What knowledge, skills and abilities would you bring to the meetings? 4. What other organizations and/or associations were you previously, and/or currently involved with? 5. Are you available to attend regular committee meetings? (dates to be determined by all members)

**Hollywood Housing Authority - Questions\***

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Please answer these five questions above. 1. In your opinion what is the greatest challenge to keeping housing affordable in Hollywood? 2. Which of the following disciplines are you most skilled? \* Property Management, \* Affordable Housing Administration, \* Housing Market Stability, \* Affordable Housing Construction, \* Affordable Housing Activism. 3. Which of the following disciplines are you most passionate? \* Property Management, \* Rental Housing Affordability, \* Housing Market Stability, \* New Housing Construction, \* Fair Housing. 4. What (if any) life experience motivated you toward volunteerism? 5. What role does housing diversity play in Hollywood's economic health?

**Marine Advisory Board - Questions\***

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Please answer these five questions above. 1. What is your involvement with the City of Hollywood's Waterways? 2. What will guide your decisions on this board? 3. Are you able to dedicate 2-3 hours a month to attend the meetings? Attendance is paramount to this Board being able to get things done. 4. Are you currently or have you been a boater, marine industry professional or involved in any other marine related industry? 5. What is your vision for the city of Hollywood's Waterway system?

**Parks, Recreation & Cultural Arts Advisory Board - Questions\***

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Please answer these six questions above. 1. How many events have you attended in the past year at any of the parks and athletics facilities in the City? 2. How many City-sponsored special events have you attended for the past year? 3. Are you available to attend regular Board meetings? Regular meetings are on the 1st Thursday of the month for 8 months per calendar year. 4. What is your one area of highest interest related to the parks, recreation and cultural arts for the City? 5. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 6. How does parks, recreation and cultural arts contribute to quality of life?

**Planning & Development Board - Questions\***

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Please answer these five questions above. 1. How have you prepared yourself to serve on the Planning and Development Board? 2. Explain how your personal and/or professional experiences will contribute to the meeting the goal(s) of the Board or City. \* Personal experiences, \* Professional experiences. 3. What is your perspective on balancing growth of the City's tax base while maintaining neighborhood stabilization? 4. What recent developments within the City are most proud of? 5. What is a Comprehensive Plan?

**Police Officer's Pension Board - Questions\***

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Please answer these five questions above. 1. What is a fiduciary? And what is your responsibility to the police pension plan as a fiduciary? 2. What is the Sunshine Law? 3. What is Asset Allocation & Diversification? 4. Explain the history of Chapter 99-1 and Chapter 185? 5. Define the role of the Actuary and the Auditor?

**Sister Cities Advisory Committee - Questions\***

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1. Do you speak more than one language? If so, what languages do you speak? 2. Do you have experience in travel, cultural exchange, and/or fund-raising? Please describe. 3. Which Sister City focus areas are you most passionate about: a. Art and Culture; b. Business and Trade; c. Community Development; d. Youth and Education. 4. What (if any) life experience motivated you toward volunteerism? 5. Please describe why you are interested in serving on the Sister Cities Advisory Committee.

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**Sustainability Advisory Committee - Questions\***

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Please answer these five questions above. 1. Why do you want to join the committee? 2. Have you attended any committee meetings? If so, how many? 3. What knowledge, skills, and abilities would you bring to the committee if appointed? 4. What other organizations, clubs, or associations are you involved in? 5. Are you available to attend regular committee and subcommittee meetings? Regular meetings are held monthly with subcommittee meetings held as needed. 6. What types of projects would you like to see the committee work on?

**Young Circle ArtsPark Advisory Board - Questions\***

Please answer these five questions above. 1. What are your primary interest in City Government and City Services? 2. How many ArtsPark events have you attended within the past year? 3. What other relevant organizations, clubs, or associations were you previously, and/or currently are involved in? 4. Are you available to attend regular committee board meetings scheduled for the Second Tuesday each month at 5:30 pm? 5. What is your one area of highest interest related to the ArtsPark at Young Circle?

**Are you interested in serving on more than one board/committee?\***

Yes

**If so, how many?\***

2

**Applicant must attend at least one board/committee meeting prior to consideration of application for every board applied. Please list board/committee meetings you attended in the last year?\***

None Yet

**Are you currently on a County or City Board?\***

No

**If yes, please describe**

**If you are applying for a board / committee, which has specific requirements / categories, please detail how your background and/or experience meets the required criteria.\***

11 years classroom experience  
15 marketing  
Committees: Small Business Advisory & Diversity Committee

**Please describe your professional and/or volunteer experience or background, which best qualifies you for selection to the board / committee.\***

11 years classroom experience  
15 marketing  
Committees: Small Business Advisory & Diversity Committee

**Are you presently employed by the City of Hollywood?\***

No

**If so, in what capacity?\***

N/A

**Attach Resume (only .doc and .pdf files)\***

Marie K Compas.pdf





MKC


# MARIE K. COMPAS


PEOPLE & CULTURE GENERALIST  
HUMAN RESOURCES

## PROFILE

Adaptable, innovative, and strategic professional with 10+ years of HR experience. Demonstrated success in leading teams, collaborating across functions, and partnering with C-Level leadership to position HR as a strategic partner to operations. Proven track record of fostering a positive work culture, enhancing employee engagement, and aligning HR strategies with organizational goals to drive business success.

 Hollywood, Florida

 [mkcompas12@hotmail.com](mailto:mkcompas12@hotmail.com)

 954.295.4329

## AREAS OF EXPERTISE

Talent Acquisition  
Employee Relations  
Organizational Strategy  
Program & Project Management  
Strategic Planning  
Process Improvement  
Data Analysis & Reporting  
C-Level Collaboration  
Training & Development  
Onboarding  
DE&I  
Bilingual

## EDUCATION

**Miami Regional University**  
M.Ed, Educational Leadership

**State University of NY at Albany**  
B.A., English/Athletic Training

**Florida Atlantic University**  
Certificate, Paralegal Studies

**Udemy | Agile HR Fundamentals**  
**Professional Learning Facilitator**

## PROFESSIONAL EXPERIENCE

### Human Resources Administrator III

*Broward County Public Schools (BCPS)*

*5/2022 - Present*

BCSP is the sixth largest school system in the US, second in Florida. BCSP serves a diverse population of students, from 171 countries who speak 140 languages.

- Coordinate the recruitment and onboarding of candidates leading to 95% fill rate.
- Develop operational and quality control procedures into a comprehensive learning tool.
- Use data to create and implement process improvement strategies to reduce time-to-fill by 20%.
- Create communication tools to be used throughout the recruitment cycle. This delivered clear expectations to the hiring departments, resulting in more timely response to objectives.
- Partnered with the Executive team for the recruitment of C-Level vacancies.
- Use applicant tracking software to recruit and manage applicant files.
- Correspond with applicants and other personnel on procedures pertaining to their employment status.
- Assist in the monitoring of affirmative action goals as they relate to the employment of personnel.

### Business Development Consultant

*Joshua Tree Marketing (JTM)*

*6/2012 - Present*

JTM is a full-service marketing consulting firm servicing start-ups and small-medium sized organizations in the private and public sector. The bulk of its clientele has been in the industries of education, financial services, and the arts.

- Consult prospective entrepreneurs on new ventures to determine their mission and establish their client base.
- Provide strategic leadership to clients with an emphasis on developing and enhancing brand perception, including refining messaging to ensure alignment with target audiences.
- Develop, present, and execute marketing and strategic plans.
- Liaison with graphic and web designers regarding layouts and design process.
- Manage brand, product launch, feasibility studies, and focus groups.
- Lead team of marketing specialists to execute external campaigns, monitor campaign performance and KPIs, and improve client retention.
- Recruit design and social media team.
- Engage stakeholders to maintain a positive brand image and encourage customer loyalty.
- Collaborate with senior leadership to ensure campaign alignment with corporate goals and objectives.
- Strategic Plan development to result in a 15% increase in enrollment.
- Streamline marketing campaigns to increase sales by 25%.
- Evaluate operational, structural, and promotional activities.
- Train schools and community organizations in the development, implementation, and evaluation of stakeholder involvement programs.

## TECHNICAL SKILLS

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Microsoft Office Suite (Word,  
Excel, PowerPoint, Outlook)

AppliTrack  
SuccessFactors  
FileMaker  
Adobe Illustrator  
Google Suite  
Social Media Advertising  
Content Creation  
Adobe Creative Suite  
Teams & Zoom

## EXTRA

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### Call for Papers

National Summit on Adventist  
Education 2010 at La Sierra University  
"Marketing Adventist Education: Ways  
to Fight Declining Enrollment"

### Volunteer Work

SBBC Small Business Advisory  
Committee - SBBC

### Volunteer Work

Diversity Committee - SBBC

### Volunteer Work

Legal Aid of Broward County - Board

## REFERENCES

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### Rafael Cruz

954-562-6462  
[rafael.cruz@floridasbdc.org](mailto:rafael.cruz@floridasbdc.org)

### Dr. Preston Jones

305-626-3600  
[preston.jones@fmuniv.edu](mailto:preston.jones@fmuniv.edu)

### Dr. Leslie Lee

305-442-9223  
[llee@mru.edu](mailto:llee@mru.edu)

### Dr. Kalisha Waldon

561-414-4061

## PROFESSIONAL EXPERIENCE / CONTINUED

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### Director of Marketing & Operations

*Qwest Financial Group, Inc. (Qwest)*

6/2001 - 6/2012

Qwest is a financial services brokerage offering insurance, mortgage, and real estate services. This organization has been operating for approximately 22 years. Qwest Financial Consultants is estimated to generate \$175,121 in annual revenues.

- Created digital and print marketing collateral to maintain brand integrity.
- Created manuals for employee training and office procedures.
- Negotiated new contracts with vendors to reduce overhead by 10%.
- Identified opportunities for expansion and diversification of services.
- Recruited, hired, and trained marketing and sales specialists, improving overall sales targets by 34%.
- Fostered working relationships with clients through recreational business meetings to increase loyalty and maintain working relations.
- Presented marketing pitches to clients providing explanations for decisions when required and incorporating requested changes.
- Analyzed KPIs, ROIs, and results of marketing campaigns.
- Delivered presentations to senior leadership, and provided recommendations to improve brand alignment with target demographics.
- Managed a marketing and sales department with over 10+ team members, provide constructive feedback, define workflows, and support professional development.

### Human Resources Assistant

*Homeowners Marketing Services (HMS)*

2/1994 - 12/1996

Also known as HMS National or HMS Home Warranty, HMS is one of the top home warranty companies available. HMS has been in the home warranty business for nearly 40 years, has more than 40,000 service contractors, and offers around-the-clock access to its customer service team.

- Partnered with staffing agencies on recruitment efforts.
- Responded to employee concerns.
- Ensured confidentiality of all personnel, office, and employment records.
- Provided administrative support with payroll, calendars, meetings, and training events.
- Acted as a resource for employees on benefits programs, wellness programs, and company policies.
- Advised and counseled on company rules, policies, procedures, and corrective actions to maintain employee consistency.

## SPECIAL PROJECTS

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### Shark Tank Competition

Aventura City of Excellence School  
2019 - 2021

### School of Excellence Designation

Mt. Olivet Jr. Academy  
2013

### Purple Circle Girl's Mentorship

Aventura City of Excellence School  
2019 - 2021

### Sister Cities International

Cape Haitian & Fort Lauderdale  
2009