

9th annual

TCFV FINANCE CONFERENCE



LEADING BY NUMBERS

March 31–April 1, 2026

KALAHARI RESORTS & CONVENTIONS

ROUND ROCK, TEXAS



LEADING BY NUMBERS

ANNUAL CONFERENCE FOR FINANCE PROFESSIONALS
FROM FAMILY VIOLENCE CENTERS

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Dear Finance Superstars,

Welcome to the 9th Annual Texas Council on Family Violence Finance Conference, where numbers meet purpose! You're the unsung heroes behind the scenes, turning spreadsheets into lifelines. While advocates provide safety and care, you make sure the lights stay on and the grants keep flowing. That's advocacy with a calculator!

The theme is **Leading by Numbers**—because, let's face it, without you, the math doesn't add up.

We've built the program around three pillars:

- » **Community Connections:** Meet folks who speak your language, codes and all.
- » **Continuous Learning:** From new regulations to tech tricks, we've got sessions to keep you sharp.
- » **Strategic Growth:** Because you're not just balancing books; you're also building futures.

Over the next two days, ask the tough questions, share your wins, and maybe even laugh at a balance sheet joke (we promise they exist). Your work ensures that when survivors reach out, the resources are ready. That's an impact you can count on.

Thank you for your precision, dedication, and for making finance feel less... taxing. More jokes and humor to come.

Your TCFV Finance Conference Committee,



Gloria Aguilera Terry
Chief Executive Officer



Deborah L. Butts
*Finance & Administrative
Technical Support Manager*



Maria José Angelelli, M.A.
Director of Support to Service Providers

Evening Kickoff – Monday, March 30

5:00 – 6:30 PM

Registration Booth 4

REGISTRATION

Day One – Tuesday, March 31

7:30 – 8:45 AM

BREAKFAST ON YOUR OWN

8:00 AM – 3:00 PM

Registration Booth 4

REGISTRATION

9:00 – 9:15 AM

*Kilimanjaro Ballroom
Salons 1–4*

WELCOME

Deborah L. Butts

*Finance and Administrative Technical Support Manager,
Texas Council on Family Violence*

Gloria Aguilera Terry

Chief Executive Officer, Texas Council on Family Violence

9:15 – 10:15 AM

*Kilimanjaro Ballroom
Salons 1–4*

**Introduction to Navigating Uncertainty
Through Financial Leadership**

Steven D. Zimmerman

Principal, Spectrum Nonprofit Services, LLC

Do you wonder what the financial drivers of your organization are, how to build collective financial understanding among the board, and how to engage management staff to navigate the uncertain future funding landscape?

During this four-hour plenary, Steven engages you in a discussion about the fundamentals of financial leadership, from core tenets to utilizing the budgeting process to guide scenario planning for the future. This interactive program gives you the opportunity to analyze your current financial statements with worksheets that Steven provides in advance. Be sure to bring your charged laptop for optimal participation. Limited electrical outlets will be available in the room.

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Day One – Tuesday, March 31 *continued...*

Learning Objectives:

Understand financial leaders' roles within the organization through the tenets of financial leadership, including how to:

- Read key financial statements.
- Assess short- and long-term financial health, including utilizing key ratios.
- Facilitate an inclusive budgeting process that engages board members and management staff and ties into programmatic goals.
- Evaluate the role of the staffing plan and time-tracking in determining the true cost of programs.
- Use the budgeting process and scenario positioning framework to engage board members and management staff in navigating financial uncertainty.

Ready to strengthen your financial leadership skills?

In this introductory session, Steven will dive into the essentials: the tenets of financial leadership, such as balancing mission and money, investing in financial education, understanding your business model, creating a culture of trust and accountability, and reading key financial statements like the Statement of Financial Position and the Statement of Activities.

10:15 – 10:30 AM

WELLNESS BREAK: Stretch, go outside, nourish yourself.

10:30 – 11:30 AM

***Kilimanjaro Ballroom
Salons 1–4***

Navigating Uncertainty Through Financial Leadership

Steven D. Zimmerman

Principal, Spectrum Nonprofit Services, LLC

Get ready for a hands-on experience! In this session, Steven will guide you through assessing your organization's short- and long-term financial health. Learn how to determine if you have enough cash to cover expenses, forecast cash flow with confidence, and evaluate reserves for future stability. Then, roll up your sleeves for interactive exercises on key financial ratios that will sharpen your decision-making skills. Bring your fully charged laptop and questions for maximum benefit.

11:30 – 11:45 AM

NETWORKING OPPORTUNITY

Connect with colleagues and learn about the TCFV regions for a chance to win a prize.

Are you ready to network? Grab your **Meet and Mingle** form! Introduce yourself to 4–5 neighbors in your TCFV region and jot down their details. Make sure your name is on the form for a chance to win tomorrow's drawing. Be sure to snap a photo of your new contacts before leaving the form on your table for our staff to pick up!

11:45 AM – 12:45 PM

***Kilimanjaro Ballroom
Salons 1–4***

LUNCHEON — PROVIDED

Day One – Tuesday, March 31 *continued...*

12:45 – 1:45 PM
Kilimanjaro Ballroom
Salons 1–4

Navigating Uncertainty Through Financial Leadership

Steven D. Zimmerman

Principal, Spectrum Nonprofit Services, LLC

Join Steven for an interactive session on budget development. He'll walk you through the essentials, including how to plan for personnel costs with a clear staffing plan, track actual staff time, and allocate costs to uncover the true total program expenses.

1:45 – 2:00 PM

WELLNESS BREAK: Stretch, go outside, nourish yourself.

2:00 – 3:00 PM
Kilimanjaro Ballroom
Salons 1–4

Navigating Uncertainty Through Financial Leadership

Steven D. Zimmerman

Principal, Spectrum Nonprofit Services, LLC

Join Steven for the final session, as he walks you through planning different financial scenarios. Discover practical strategies to prepare for uncertainty—and stick around for an interactive Q&A, where you can ask your toughest questions and get expert insights.

3:00 – 3:15 PM

WELLNESS BREAK: Stretch, go outside, nourish yourself.

3:15 – 4:45 PM
Kilimanjaro Ballroom
Salons 1–4

TEXAS SEASONED FINANCE PROFESSIONALS PANEL

Moderator:

Maria José Angelelli

Director of Support to Services, Texas Council on Family Violence

Panelists:

Lyndia Allen

Chief Executive Officer, Gateway Family Services, Inc.

Ankur Chopra, CPA

*Executive Vice President / Chief Financial & Personnel Officer,
Family Violence Preventions Services, Inc.*

Michelle Ducote

Chief Operating Officer, Hays Caldwell Women's Center

Shernaz Mohanty, CPA

Finance Director, Peace in the Home Family Services

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Day One – Tuesday, March 31 *continued...*

Don't miss this unique opportunity to learn from peers with over 72 years of combined experience in domestic violence agencies. Come ready to share, connect, and take away strategies you can put into practice. Bring your questions on finance, grant management, and nonprofit operations—this is your chance to gain practical insights from our Texas seasoned finance professionals.

Learning Objectives:

- Tap into peer expertise: Discover resources and strategies that can help you overcome challenges—you're not alone.
- Gain clarity and confidence: Understand the "why" behind financial and operational decisions to strengthen your impact.
- Walk away with actionable insights: Learn practical tips you can apply immediately to improve your organization's financial health and sustainability.

4:45 – 5:00 PM
Kilimanjaro Ballroom
Salons 1–4

WRAP UP

Deborah L. Butts

*Finance and Administrative Technical Support Manager,
Texas Council on Family Violence*

We'll wrap up with a quick look at tomorrow's schedule and travel reimbursement details and end on a light note with a fun joke to leave you smiling!

5:45 – 7:00 PM
Baobab Social Bar

COME-AND-GO SOCIAL HOUR

Don't miss this chance to unwind and connect!

Join your colleagues, TCFV staff, and speakers at the Baobab Social Bar for a relaxed after-hours meet and mingle.

Afterward, treat yourself to dinner at one of the many restaurants within the Kalahari or explore nearby Round Rock dining spots. You will find information online at GoRoundRock.com, and DowntownRoundRock.com or by scanning the QR codes on the back cover.

Day Two – Wednesday, April 1

7:00 – 8:00 AM

BREAKFAST ON YOUR OWN

7:00 AM – 1:00 PM
Registration Booth 4

REGISTRATION

8:00 – 9:00 AM
*Kilimanjaro Ballroom
Salons 1–4*

How AI Is Changing Automation

Patricia Bueso

Manager, Your Part-Time Controller

Brooke Barron, CPA

Associate, Your Part-Time Controller

AI isn't replacing automation, but it is massively expanding the range of things that nonprofits can automate. In this session, we'll explain what sets AI apart from other kinds of automation and build your confidence to assess potential use cases. We'll also make sense of AI buzzwords—"reasoning models" and "agentic AI"—and explain where and why these technologies can be helpful. Lastly, we'll carry these concepts into a discussion on how to use AI responsibly and in alignment with nonprofit missions and values, addressing topics such as data privacy, social and environmental impact, and copyright considerations.

Learning Objectives:

- Distinguish between AI and more traditional forms of automation.
 - Study cases in which generative AI expanded the scope of an automation.
 - Define AI buzzwords—"reasoning models" and "agentic AI"—and consider how nonprofits can apply them.
 - Discover best practices for data privacy, compliance, and ethics when assessing AI tools and use cases.
-

9:00 – 9:15 AM

WELLNESS BREAK: Stretch, go outside, nourish yourself.

PICK YOUR WORKSHOP: Seasoned or Foundational Knowledge

9:15 – 10:15 AM
*Kilimanjaro Ballroom
Salons 1–4*

A

Seasoned Knowledge

**From Generative to Agentic AI:
Opportunities and Risks for Nonprofits**

Seth Hopkins

Director, Forvis Mazars

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Day Two – Wednesday, April 1 *continued...*

PICK YOUR WORKSHOP continued...

This session introduces nonprofit leaders to the shift from today’s content-focused AI tools to emerging agent-based systems capable of carrying out multi-step tasks. Through clear examples, risk considerations, and practical frameworks, participants will explore how AI can support nonprofit missions while maintaining safety, privacy, and organizational values. The session highlights real nonprofit scenarios, current and emerging applications, and approaches for responsible adoption.

Learning Objectives:

- Describe the difference between generative AI and agentic AI, including how each supports nonprofit work.
- Identify nonprofit scenarios where AI can help reduce administrative load and increase program capacity.
- Recognize key risks—privacy, bias, mission drift, and oversight gaps—associated with adopting advanced AI.
- Outline steps in a responsible adoption approach, including human-in-the-loop practices and governance routines.
- Pinpoint short-term AI tasks their organization can adopt immediately, as well as longer-term pilots for agent-based workflows.

9:15 – 10:15 AM
Bamboo

B

Foundational Knowledge

From Source to Strategy: Creating a Transparent Revenue Source Budget

Deborah L. Butts

*Finance and Administrative Technical Support Manager,
Texas Council on Family Violence*

Ready to review your budgeting process? Have you had challenges creating a revenue source budget? Deb covers all aspects of developing a revenue source budget before developing your programs budget. She will provide a hands-on opportunity to utilize a template to create one. Be sure to bring your charged laptop for optimal participation and remember electrical outlets are limited.

Learning Objectives:

- Identify and define all revenue sources with confidence to build a strong foundation for your budget.
 - Gather and analyze cost data effectively to create accurate, transparent, and actionable revenue plans.
-

Day Two – Wednesday, April 1 *continued...*

10:15 – 10:45 AM

WELLNESS BREAK: Stretch, go outside, nourish yourself.

PICK YOUR WORKSHOP: Seasoned or Foundational Knowledge

10:45 – 11:45 AM

**Kilimanjaro Ballroom
Salons 1–4**

A

Seasoned Knowledge

Driving Nonprofit Success With AI-Powered Financial Management

Taylor Brown, CPA, MPA

Director, Clifton, Larson, Allen (CLA)

Ready to transform your financial management? Nonprofit finance leaders face growing demands for accuracy, transparency, and efficiency. This session will show you how AI-powered tools simplify complex processes, strengthen internal controls, and deliver real-time insights. Discover how cloud-based solutions improve visibility, streamline the close process, and protect sensitive data—freeing you to focus on mission impact.

Learning Objectives:

- Solve common challenges: See how AI-powered solutions enhance visibility, compliance, and efficiency.
- Leverage smart tools: Explore dashboards, reporting, and variance analysis for better decisions.
- Protect your data: Understand built-in controls and robust security features.
- Work smarter: Learn how automation and AI simplify workflows for faster, smarter financial decisions.

10:45 – 11:45 AM

Bamboo

B

Foundational Knowledge

From Source to Strategy: Creating Defendable Cost Allocation Plans

Deborah L. Butts

*Finance and Administrative Technical Support Manager,
Texas Council on Family Violence*

Ready to tackle the challenges of cost allocation? Keeping a cost allocation plan accurate and up to date can be tough—but you're not alone. In this hands-on session, Deb will break down the process, share practical strategies, and provide a template to help you create a clear, defensible plan. Bring your fully charged laptop for optimal participation!

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Day Two – Wednesday, April 1 *continued...*

PICK YOUR WORKSHOP *continued...*

Learning Objectives:

- Select and apply the right methodologies to ensure fairness and compliance.
- Develop a clear, defensible cost allocation plan that stands up to scrutiny.
- Create accurate, transparent budget reports for better accountability.
- Use cost allocation data strategically to drive decision-making and program evaluation.

11:45 AM – 12:45 PM
Kilimanjaro Ballroom
Salons 1–4

LUNCHEON — PROVIDED

12:45 – 3:00 PM
Kilimanjaro Ballroom
Salons 1–4

AFTER LUNCH: FUNDER’S SPOTLIGHT

Join us as we welcome our valued funders for exciting and informative sessions. This year, we’re thrilled to have grown from three to five key government agencies—each delivering a dynamic 20-minute presentation packed with essential updates, practical tips, and solutions to common challenges in contracting, budgeting, and monitoring. Plus, they’ll take time to answer your questions. Don’t miss this chance to hear directly from the experts shaping our funding landscape!

12:45 – 1:05 PM

Working with the Texas Office of the Attorney General

James Bracken

Director II, Office of the Attorney General

1:05 – 1:25 PM

Working with the Texas Health and Human Services Commission

Jeffrey Wagers, BA, MPH, CTCM

Senior Contract Specialist / Training Team Lead, Family Violence Program, Family and Youth and Supports, Family Health Services, Texas Health and Human Services Commission

1:25 – 1:45 PM

Working with the Texas Office of the Governor

Cielito Gutierrez Apolinar

Victim Services Grant Manager III, Criminal Justice Division, Office of the Governor

Brandi Barba

Victim Services Grant Manager, Criminal Justice Division, Office of the Governor

Shannon Wilson

Victim Services Grant Manager, Criminal Justice Division, Office of the Governor

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Day Two – Wednesday, April 1 *continued...*

FUNDER'S SPOTLIGHT *continued....*

1:45 – 2:05 PM

Working with the Texas Department of Criminal Justice

Kevin L. Johnson

*Deputy Division Director, Community Justice Assistance Division,
Texas Department of Criminal Justice*

Jennifer Santana

*Field Services Director, Community Justice Assistance Division,
Texas Department of Criminal Justice*

2:05 – 2:25 PM

Working with the Texas Department of Housing
and Community Affairs

Rosy Falcon

*Manager of Homeless Programs,
Texas Department of Housing and Community Affairs*

2:25 – 3:00 PM

**Kilimanjaro Ballroom
Salons 1–4**

CLOSING

Deborah L. Butts

*Finance and Administrative Technical Support Manager,
Texas Council on Family Violence*

Join Deb for our final session! She'll cover the "must-knows" for travel reimbursements and certificates, plus how you can help shape the FY27 TCFV Finance Conference. Stick around for prize drawings and a parting joke to end our time together on a high note.

Continuing Education Units (CEUs)

CEUs: 9.5 hours

CPE (Center for Professional Education) Credit for CPAs:

Texas State Board of Public Accountancy recommends that you complete online *Claiming Continuing Professional Education Credits From a Non-Registered Sponsor* form to obtain credit for this conference.

The link for the form is: <https://www.tsbpa.texas.gov/forms/non-registered-sponsor.html>.

Kalahari Map

Lower level





Lyndia Allen is the chief executive officer for Gateway Family Services, Inc. Lyndia was raised and lived most of her life in Snyder, Texas. She graduated from Snyder High School and attended Western Texas College and Angelo State University, majoring in business administration. She owned a small business for 21 years, the last eight of which overlapped with her first years as CEO of Gateway Family Services, Inc. Gateway is a rural nonprofit agency and shelter serving victims of family violence, sexual assault, and human trafficking in Scurry, Nolan, Mitchell, Fisher, and Kent counties.

Lyndia joined the staff of Gateway Family Services in May 2001. Since that time, the agency staff has grown from seven employees to twenty-one and from owning two buildings with offices in one county to four buildings, including a thriving resale store and a non-residential client services office and training center, and victim service offices in three service area counties.

She is and has been active in the following statewide organizations: Texas Council on Family Violence, Texas Assoc. Against Sexual Assault, Texas Victim Services Assoc., and Crimes Against Women's Institute for Coordinated Community Response.



Maria José Angelelli, M.A., has dedicated over 43 years to the movement to end intimate partner abuse and serves as the support to service providers director at the Texas Council on Family Violence. In this role, Maria José works closely with direct service providers and state funders and oversees the training of service providers, programmatic audits of state-funded Battering Intervention and Prevention Program (BIPP), signature conferences, customized trainings, consultations, and technical assistance for both Texas family violence service providers and BIPP. She is recognized by the National Crime Victims' Rights as a champion for victims of domestic violence, the National Coalition Against Domestic Violence for her leadership in developing a national children's program model, and KVUE Austin community as Five Who Care.

Maria José brings extensive knowledge and expertise to the movement and is bilingual and bicultural. She has completed international studies from the Universidad de Navarra, Pamplona, Spain; has two bachelor's degrees from the University of Texas at Austin; and earned a Master of Arts from the University of Texas, with academic expertise in the field of parenting for survivors and parents who cause harm to their intimate partners and child abuse indicators in men who use violence. Her thesis was one of four studies worldwide to investigate the parenting of over 100 family violence offenders, including incorporating a control group and survivors' feedback.

Maria José graduated Magna Cum Laude and is a member of honor societies including Phi Beta Kappa. She was a member of the Texas Department FPS Child Safety Review Committee, and Travis County Child Visitation Guideline Committee. She is a current member of the NNEDV Membership Committee and NNEDV Natural Disaster Workgroup.



Cielito Gutierrez Apolinar serves as a grant manager III in the Governor's Public Safety Office, where she guides grantees through all phases of the grant cycle. She began her criminal justice career with the Texas Department of Criminal Justice (TDCJ) as a parole officer and later advanced to the Victim Services Division as the Victim Offender Dialogue supervisor and mediator. In 2020, Cielito joined the Texas Board of Pardons and Paroles as a board analyst, providing critical support for policy, parole analyst, and reviews. She transitioned to her current role in January 2024. Cielito earned her Bachelor of Criminal Justice from the University of Phoenix, bringing a strong educational foundation to her years of public service.



Brandi Barba is a grant manager with the Governor's Public Safety Office, where she works on the Victims Services team. Brandi began her work in the Governor's Office managing Victims of Crime Act (VOCA) grants and has spent the past two years managing the VAWA funded grants.



Brooke Barron, CPA, is an associate with Your Part-Time Controller, LLC, providing strategic financial leadership to nonprofit organizations. She delivers decision-ready financial insights, compliance support, and operational guidance that help mission-driven organizations thrive.

Her experience includes supporting organizations that serve victims of violence, including over two years working with a Houston-based forensic nursing organization. Brooke brings a practical and mission-focused approach to nonprofit finance, with a strong understanding of the accountability and sustainability needs of organizations doing vital community work.



James Bracken serves as director II at the Office of the Attorney General. He joined the Office of Attorney General Grants Administration Division after serving several positions with the Department of Public Safety and Texas Parks and Wildlife. He is passionate about supporting crime victims in Texas and assisting nonprofits to succeed in their service delivery models. He has served as board member, executive director, and/or chief financial officer for two nonprofit organizations.



Taylor Brown, CPA, MPA, is a director at CLA, focusing on digital and software services business development, helping organizations modernize finance operations through enterprise technology and AI. She brings experience across platforms including Sage Intacct, Oracle NetSuite, and Amazon, partnering with financial services, nonprofit, education, and public benefit organizations on complex system transformations. Taylor is also a lecturer at the University of Texas at Austin's McCombs School of Business, where she teaches accounting and mentors future finance leaders.



Patricia Bueso is a bilingual finance and technology leader with 18+ years of international experience advancing organizations across the nonprofit, retail, and logistics sectors. As a manager at Your Part-Time Controller, LLC (YPTC), she supports nonprofit clients and firm-wide initiatives by modernizing financial operations and enabling sustainable growth through technology. A financial systems expert, Patricia has led system implementations that improve scalability, transparency, and reporting across regions. She is a national speaker on ethical AI, technology, and innovation in the nonprofit sector, with engagements at Rice University, Intuit, and Texas CPA chapters among others, and was named a 2024 ALPFA Latina Rising Star. Patricia holds bachelor's and master's degrees in accountancy from the University of Notre Dame, along with an MIT certificate in AI-driven business strategy.



Deborah L. Butts is the finance and administrative technical support manager for the Texas Council on Family Violence (TCFV), where she's brought her strong background in finance, compliance, and administration since 2017.

Her career spans both the private and public sectors. She first became a licensed cosmetologist, and her interest in managing the business side of her work led her to pursue a Bachelor of Business Administration in Accounting from the University of Texas at Tyler.

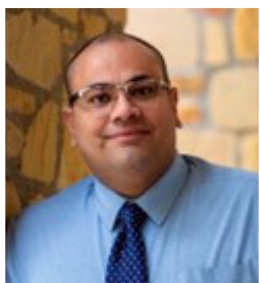
Deborah spent more than 18 years with the East Texas Council of Governments (ETCOG), earning two promotions along the way. She started as a monitor and later became section chief—contract services in the Workforce Development Department, managing over \$24 million in funding and contracts. She also supported compliance efforts and helped write local policy based on the Federal and State regulations. She wrapped up her ETCOG career as director of innovation & efficiency, serving in that role for three years.

Beyond her corporate and governmental roles, Deborah has demonstrated a lifelong commitment to leadership and risk mitigation. For over 20 years, she served as the youth director at First Lutheran Church, overseeing long-term program development,

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variety shows, and mentorship. Additionally, as an American Red Cross instructor, she spent over 20 years certifying professionals in Lifeguarding, Swimming, and Professional Rescuer First Aid & CPR. This background in high-stakes safety protocols informs her meticulous approach to financial risk management today.

Deborah's connection to family violence advocacy goes back to the early '90s, when she worked as a children's services case manager at the Women's Center of East Texas and attended the 1991 TCFV Statewide Conference. Her blend of financial expertise and deep commitment to the mission continues to make her an invaluable part of the TCFV team.



Ankur Chopra, CPA, is the executive vice president/chief financial & personnel officer for Family Violence Prevention Services, Inc. Ankur immigrated to the United States in 2005 to further his education and gain broader international experience. He has been working with nonprofit organizations for over 15 years. His professional career started out in public accounting as an external auditor working with governmental and nonprofit entities. In 2015, Ankur joined Family Violence Prevention Services, Inc. with a vision to make positive changes not only to the organization but to the community as a whole. In his role, he provides financial and operational support and oversees accounting and financial functions, compliance with regulations and reporting, planning and forecasting, and personnel management. Working alongside the president and CEO, Ankur leads and directs the executive team on all strategic and tactical matters. He also teaches undergraduate and graduate-level accounting courses for a local university.



Michelle Ducote is the chief operating officer (COO) at the Hays-Caldwell Women's Center (HCWC) in San Marcos. With 25 years of experience working with victims of abuse, Michelle has spent the last 19 years with HCWC. She has a Master of Arts in Clinical Psychology and worked directly with clients as a counselor, advocate, and legal advocate at SAAFE House in Huntsville for six years before joining HCWC in 2007 as their family violence program director. After serving in that role for a year, Michelle took on the role of director of operations (now COO), which she still holds today. As the COO, Michelle is responsible for managing and writing all HCWC's state and federal grants. She also oversees the agency's overall business operations, including facilities, technology, information management, policies, and human resources administration, to ensure that they are reliable and responsive.



Rosy Falcon is the homeless programs manager at the Texas Department of Housing and Community Affairs (TDHCA). She has worked with TDHCA since 2009, with experience in the Compliance Division, Single Audit Administration, and the Community Affairs Division, supporting programs such as the Community Services Block Grant, Comprehensive Energy Assistance Program, and Weatherization Assistance Program. In her current role in Single Family and Homeless Programs, she oversees statewide homelessness initiatives with a focus on program alignment, performance measurement, and effective, compliant implementation. Rosy began her career in grant-funded programs in 2005 at the Alamo Area Council of Governments, where she worked on workforce and housing programs, including Section 8. Her combined local and state experience provides a strong foundation for advancing coordinated housing and homelessness solutions.



J. Seth Hopkins is a director in the Nonprofit Advisory Practice at Forvis Mazars, where he advises mission-driven organizations on building the financial and operational infrastructure required for sustainable growth. With over 20 years of experience across nonprofit and for-profit sectors, Seth brings a dual lens of CFO and COO leadership to every engagement—helping clients translate vision into an executable strategy.

Seth specializes in guiding nonprofits through complex financial and operational strategies. He partners with executive teams and boards to design organizational roadmaps, establish governance frameworks, and implement financial systems that support long-term impact. His CFO advisory work includes strategic financial stewardship that aligns with mission, budgeting, forecasting, financial reporting, cash flow management, and system implementation while his COO capabilities span program and policy development, internal controls, staffing infrastructure, operational planning, and organizational strategy development.

Seth also provides robust system implementation support, ensuring seamless integration and functionality. His expertise extends to developing internal and external reporting packages, managing monthly close and control processes, and providing grant management and compliance. His integrated approach to financial and operational leadership makes him a trusted advisor to emerging nonprofits and established institutions.

Seth holds a B.S. in Economics from Northwestern University and an MBA in Finance & Strategy from the University of North Carolina at Chapel Hill.



Kevin L. Johnson currently serves as a deputy division director at the Texas Department of Criminal Justice-Community Justice Assistance Division (TDCJ-CJAD). He has served in the community supervision and public policy fields for over 20 years. In his current role, he oversees various operational areas of the state’s decentralized probation system that includes allocation and monitoring of approximately \$600 million in biennial community supervision funding.

Prior to joining TDCJ-CJAD, Kevin worked as an analyst for the Legislative Budget Board. There, he monitored agency budget requests and performance measure objectives and provided oral and written presentations for legislative committees, professional organizations, and state and local governmental entities.

Kevin also previously worked for TDCJ-CJAD as a field services auditor, where he led on-site audits and programmatic performance reviews of probation department programs, analyzed operations, and collaboratively developed effective techniques for evaluating probation department program activities. He started his career in Austin, Texas with the Travis County Adult Probation Department as a community supervision officer, which included supervision of probationers diagnosed with substance use disorder.

Kevin has a Bachelor of Business Administration Degree from Baylor University in Waco, Texas and a Master of Public Administration Degree from Texas State University in San Marcos, Texas. He is married to his wife of 19 years, Angela, and has three kids—Emma, 15; Peyton, 11; and Cooper, 8.



Shernaz Mohanty, CPA, is the finance director for Peace in the Home Family Services and has been with the agency for the past nine years. She has been involved in every phase of the finance function, including financial and strategic planning, analysis, reporting, budgeting, cash management, and allocation of funds. She has also been responsible for the agency’s Single Audit.

Prior to joining Peace in the Home Family Services, Shernaz held various roles in external and internal audit, encompassing both for-profit and nonprofit organizations as well as finance roles for large public and private companies. She is a graduate of the University of Texas at Arlington with a BBA in Accounting and holds a CPA license. Having always being involved in various philanthropic endeavors, Shernaz is so happy to have finally found her tribe—her people, peers and mentors in the DV space, who work tirelessly together to break the cycle of abuse. Outside of work, Shernaz enjoys cooking, hiking, and traveling with her husband of 35 years and spending quality family time with her two adult sons and daughter-in-law.



Jennifer Santana earned a Bachelor of Science in Criminal Justice from Texas A&M University–Commerce in 1998. She has extensive experience in criminal justice, including substance abuse counseling, community corrections, mental health, auditing, assessment, and training. Jennifer began her career as a substance abuse counselor at the Clyde M. Johnston Unit Substance Abuse Felony Punishment Facility (SAFPF) in Winnsboro, Texas. She later served as a community supervision officer with the Hunt County Community Supervision and Corrections Department (CSCD), where she supervised the mental health caseload. In March 2009, Jennifer joined the Texas Department of Criminal Justice–Community Justice Assistance Division (TDCJ-CJAD) as an auditor in the Field Services Section. She subsequently held roles as SAFPF program coordinator and assistant regional director before being promoted to field services section director in May 2020. Since Jennifer joined TDCJ-CJAD, she has worked closely with Battering Intervention and Prevention Programs (BIPPs) in various capacities and continues to collaborate with TCFV and BIPP providers to ensure compliance with TDCJ-CJAD BIPP Accreditation Guidelines.



Gloria Aguilera Terry is the CEO of the Texas Council on Family Violence, where she supports statewide efforts by focusing on strong partnerships, strategy, and responsible stewardship. She brings a background in financial and operational leadership, including prior experience as a chief financial officer, overseeing budgets, multi-entity operations, and long-term sustainability in nonprofit settings. Gloria currently serves as Treasurer of the National Immigrant Women’s Advocacy Project, Board Chair of the Texas Society of Association Executives, and a board member of the National Resource Center on Domestic Violence. Having spent years responsible for audits, financial reporting, and board level accountability, Gloria has walked in the shoes of those charged with financial stewardship and understands both the pressure and purpose of the role. She leans on that experience in executive leadership with respect for the work, the people doing it, and the trust it carries. She is a curious learner of artificial intelligence, exploring practical ways emerging tools can support clarity, efficiency, and informed decision-making.



Jeffrey Wagers, BA, MPH, CTCM, has worked in the HHSC Family Violence Program (FVP) since March of 2018 and currently serves as Senior Contract Specialist/Training Team Lead. His professional career in the public health and social services fields began in 1993, focusing on adolescent health education as a health educator and manager of services at two nonprofit agencies in the Austin area for 10 years. He moved to HHS in 2003—first at the Department of State Health Services in HIV/STD prevention and services as a training and quality assurance specialist, and then in 2013 at HHSC, as a contract specialist in Early Childhood Education and subsequently, Family Violence. He appreciates the work that all the HHSC FVP service providers do in making the community safe for the survivors of family violence.



Shannon Wilson is a grant manager with the Office of the Governor, where she worked for the past year and a half administering Victims of Crime Act (VOCA) funding. She partners with agencies serving victims of family violence to support grant compliance, accurate reporting, and effective service delivery. Her work focuses on strengthening victim services while promoting accountability and sustainability across programs.



Steven D. Zimmerman, CPA, MBA, serves as the principal of Spectrum Nonprofit Services. His extensive nonprofit experience includes serving as a chief financial officer, development director, and associate director at community-based nonprofits, where he performed turnarounds resulting in increased financial sustainability and programmatic reach. Steven is a co-author of *The Sustainability Mindset: Using the Matrix Map to Make Strategic Decisions* with Jeanne Bell and the bestselling book *Nonprofit Sustainability: Making Strategic Decisions for Financial Viability* with Jeanne Bell and Jan Masaoka. The books highlight Spectrum Nonprofit's integrated approach to nonprofits, which balances mission impact and financial viability. Additionally, Steven's writing has been featured by *Nonprofit Quarterly*, *BoardSource*, and *Harvard Business Review*, and he contributed the strategy chapter to *Wiley's Nonprofit Management 101*. He is a sought-after trainer and speaker on adaptive strategy, business models, and revenue strategy for nonprofits.

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TCFV Organizational Members

CATEGORY I MEMBERS: FAMILY VIOLENCE PROGRAMS

Aid to Victims of Domestic Abuse (AVDA)
Asian Family Support Services of Austin
Bay Area Turning Point (BATP)
Casa de Misericordia
Center Against Sexual and Family Violence (CASFV)
Crisis Center of Anderson and Cherokee Counties
Crisis Center of Comal County
Crisis Center of the Plains
Crisis Center of West Texas
Daya
Denton County Friends of the Family, Inc.
Domestic Violence Prevention, Inc.
East Texas Crisis Center (Tyler, TX)
Eastland County Crisis Center, Inc.
Families In Crisis, Inc.
Family Abuse Center, Inc.
Family Crisis Center
Family Crisis Center of East Texas – Janelle Grum
Family Crisis Center, Inc. (of the Rio Grande Valley)
Family Services of Southeast Texas
Family Shelter (of San Angelo)
AKA “Institute of Cognitive Development, Inc.”
Family Support Services
Family Ties, Family Resource Services
Family Violence Prevention Services, Inc.
FamilyTime Crisis and Counseling Center
Fannin County Family Crisis Center
First Step, Inc.
Focusing Families
Fort Bend Women’s Center
Freedom House
Friendship of Women, Inc.
Gateway Family Services, Inc.
Genesis Women’s Shelter & Support
Grayson County Crisis Center
Hays-Caldwell Women’s Center (HCWC)
Highland Lakes Family Crisis Center
Hill Country Crisis Council, Inc.
Hope Alliance
Hope, Inc.
Hope’s Door New Beginning Center
Houston Area Women’s Center (HAWC)
Johnson County Family Crisis Center
Mission Granbury, Inc.
Noah Project, Inc.
Resource & Crisis Center of Galveston County, Inc.
SAAFE House
Safe Place of the Permian Basin
Safe Place, Inc./ Freedom Center
Shelter Agencies for Families in East Texas (SAFE-T)
Southwest Family Life Centers, Inc.
Texoma Alliance to Stop Abuse
The Archway
formerly known as “SafeHaven of Tarrant County”
The Ark Domestic Violence and Sexual Assault Shelter
The Bridge Over Troubled Waters
The Crisis Center of Matagorda and Wharton Counties
The Family Place
The Purple Door
The SAFE Alliance
Thriving Hearts Crisis Center
Wintergarden Women’s Shelter, Inc.
Wise Hope Shelter & Crisis Center
Women In Need, Inc.
Women Together/Mujeres Unidas
Women’s Center of Brazoria County
Women’s Center of East Texas
Women’s Protective Services of Lubbock, Inc.

TCFV Organizational Members *continued...*

CATEGORY II MEMBERS: SUPPORTING FAMILY VIOLENCE PROGRAMS

Abigail's Arms Cooke County Family Crisis Center
Asians Against Domestic Abuse
Awaaz
Cross Timbers Family Services
Deaf Smith County Crisis Center
Dove Project, Inc.
Emily's Place
Families to Freedom
Family Crisis Center of the Big Bend, Inc.
Harris County Domestic Violence Coordinating Council (HCDVCC)
Kendall County Women's Shelter
Mid-Coast Family Services, Inc.
Mosaic Family Services
Northwest Assistance Ministries Family Violence Center
One Safe Place
P.E.A.C.E. Initiative
Peace in the Home Family Services
Safer Path Family Violence Shelter
Sarah's House
The Grace Center of Fredericksburg
The Haven Family Shelter of McCulloch County, Inc.
The Montrose Center
The Salvation Army Domestic Violence Program

CATEGORY III MEMBERS: COMMUNITY PARTNERS

A A White Dispute Resolution Center
Blakely Advocacy Center
University of Houston Law Center
American Indians In Texas
at the Spanish Colonial Missions
An-Nisa Hope Center
Beautiful Butterflies Transitioning, Inc.
Brazos Valley Mental Health and Wellness
Burleson County Attorney
Comal County Criminal District Attorney, Jennifer Tharp
Empowered Survivor
Hidden Gem Family Center
Holistic Recovery Alliance (aka B'Nai-El Ministries)
Methodist Justice Ministry
Parkland Health
Victim Intervention Program/Rape Crisis Center
RAFT
Righteous Roots
Tahirih Justice Center
Texas Advocacy Project, Inc.
Texas Homeless Network
The Harbor Children's Alliance & Victim Center
The Heights Ellis County Family Resources
Travis County Counseling & Education Services
Yesterday's Gone

**Thank you for being
a TCFV member!**

*We appreciate you and
your continued efforts
in the movement to
end domestic violence.*

CATEGORY V MEMBERS: BIPP ORGANIZATIONS

Behavioral Adjustment Counseling Center (BACC)
Chance 2 Change
CW Outreach Agency LLC
Dutch-Will Assessment Group, LLC
First Choice Social Services
LifeWorks
Path of Righteousness Ministries
STAR Council on Substance Abuse
The Center for Cognitive Education
Your New Beginning

TCFV Upcoming Events & Trainings

March 17, 2026 **VIRTUAL**

Fiscal Management in Vela:
Accurate Service Billing
for DV Organizations
3–4 pm CST

April 9, 2026 **IN-PERSON**

Prevention Impact Exchange
East Texas Crisis Center
Tyler, Texas

April 14, 2026 **VIRTUAL**

Vela 101: Keeping Survivor Data Safe
12–1 pm CST

April 15, 2026 **VIRTUAL**

Data Storytelling with Vela:
Creating Space for Change
10–11 am CST

April 24, 2026 **VIRTUAL**

BIPP Efficacy Study
11 am–12 pm CST

April 30, 2026 **VIRTUAL**

OIM Quarterly Call:
New Advocate Orientation
2:30–4:30 pm CST

May 19, 2026 **VIRTUAL**

OIM Quarterly Call:
Pet Sheltering
2:30–4:30 pm CST

June 4, 2026 **VIRTUAL**

Faith Workgroup Quarterly Virtual Call
10–11 am CST

July 16–17, 2026 **IN-PERSON**

DVHRT Statewide Convening
Austin, Texas

August 18, 2026 **VIRTUAL**

OIM Quarterly Call: Food Access,
Food Insecurity, and Supporting Survivors'
Dietary Needs
2:30–4:30 pm CST

October 28–30, 2026 **IN-PERSON**

TCFV Statewide Conference
Kalahari Resorts and Conventions
Round Rock, Texas

March 31–April 2, 2027 **IN-PERSON**

BIPP Conference
Omni Hotel
Houston, Texas

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The opinions, findings, conclusions, and recommendations expressed in this program are those of TCFV and do not necessarily reflect the views of the above agencies.

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