



Corporate Resume

Strategy with Purpose. Leadership with Impact.

Company Overview

Covenant 35 Collective (C35 Collective) is a multidisciplinary strategic consulting and organizational development firm that partners with government agencies, healthcare organizations, nonprofits, faith-based institutions, educational organizations, and commercial clients to solve mission-defining challenges.

Our team combines executive leadership experience with operational expertise to design practical solutions that improve organizational performance, strengthen leadership, optimize operations, and deliver measurable results.

Through our C35 Strategic Excellence Framework™, we help organizations move from concept to completion with strategy, innovation, and disciplined execution.

Core Competencies

Executive Strategy & Organizational Transformation

- Strategic Planning
- Organizational Assessments
- Business Transformation
- Executive Advisory Services
- Performance Improvement
- Change Management

Government Contracting Advisory

- Capture Strategy
- Proposal Development
- Compliance Reviews
- Acquisition Support
- Strategic Partnering
- Program Management

Organizational Leadership

- Executive Coaching
- Leadership Development
- Board Governance
- Organizational Culture
- Workforce Development
- Succession Planning

Healthcare Strategy

- Clinical Operations
- Healthcare Transformation
- Revenue Optimization
- Operational Improvement
- Healthcare Technology Strategy
- Process Improvement

Transportation & Integrated Facility Solutions

- Transportation Operations
- Fleet Management
- Mobility Consulting
- Integrated Facility Solutions
- Construction Management
- Workforce Development & Talent Strategy
- Logistics Strategy
- Operational Readiness

Construction Management & Workforce Strategy

- Construction Program Support
- Project Coordination
- Workforce Development
- Talent Strategy

- Employer Engagement
- Organizational Transformation

Church & Nonprofit Strategy

- Church Growth
- Ministry Strategy
- Nonprofit Capacity Building
- Grant Readiness
- Community Impact
- Strategic Partnerships

Safety & Operational Excellence

- Safety Program Development
- OSHA Compliance
- Risk Assessments
- Operational Excellence
- Business Continuity
- Process Improvement

Digital Innovation

- AI Strategy
- Digital Transformation
- Workflow Automation
- Technology Adoption
- Operational Analytics

Industries Served

- Federal Government
- State & Local Government
- Healthcare
- Transportation
- Education
- Nonprofit Organizations
- Faith-Based Organizations
- Commercial Enterprises
- Energy & Utilities
- Construction & Infrastructure

Differentiators

- Executive-level consulting backed by real-world operational leadership.
- Multidisciplinary team of experienced senior consultants.
- Proven expertise across public, private, nonprofit, and faith-based sectors.
- Practical solutions focused on measurable outcomes.
- Deep experience in organizational transformation and operational excellence.
- Integrated consulting model combining strategy with execution.
- AI-enabled consulting methodologies that improve efficiency and decision making

Practice Areas

- Executive Strategy
- Organizational Development
- Government Contracting
- Operational Excellence
- Healthcare Strategy
- Transportation & Mobility
- Church Strategy & Growth
- Nonprofit Strategy
- Leadership Development
- Digital Innovation & AI
- Integrated Facility Solutions
- Safety & Risk Management
- Public Safety & Organizational Resilience
- Energy & Sustainability
- Executive Workshops & Conference Facilitation

Leadership

Dr. Greg McQueen, PhD, MBA, PMP
Founder & Principal Strategist

Provides executive leadership and advisory services in enterprise strategy, organizational transformation, government contracting, operational excellence, healthcare strategy, fleet and transportation management, program management, leadership development, church strategy, nonprofit growth, and executive facilitation. He helps leaders align vision, people, operations, and execution to strengthen performance, manage complex initiatives, build organizational capacity, and achieve measurable, sustainable results.

The Collective

Dr. Sherita McQueen, PhD, MPA

Principal

Nonprofit Strategy, Program Development & Community Impact

Greg Harris

Principal

Enterprise Strategy, Operations & Digital Transformation

Vince Pedican, MPA, PMP

Principal

Energy, Infrastructure & Strategic Growth

Dr. Claudette Morgan-Scott, DBA

Practice Lead

Construction, Workforce & Organizational Transformation

James Thomas

Practice Lead

Security Strategy, Public Safety & Organizational Resilience

Alton Johnson, PMP, CSP

Practice Lead

Safety, Risk Management & Operational Excellence

Antonia Sevilla

Practice Lead

Digital Solutions, AI & Technology Innovation

Why Covenant 35 Collective

We believe organizations perform best when strategy, leadership, operations, and execution work together. Our consultants bring decades of executive, military, healthcare, nonprofit, transportation, safety, and organizational leadership experience to every engagement. We partner closely with clients to build practical solutions that create lasting organizational impact.

Company Snapshot

Company Name: Covenant 35 Collective, LLC

Headquarters: Texas

Service Area: Nationwide

Business Type: Strategic Consulting & Organizational Development

Core Markets:

- Government
- Healthcare
- Transportation
- Nonprofit
- Faith-Based
- Commercial

Tagline: Strategy with Purpose. Leadership with Impact.

SECTION 1

Executive Overview

About Covenant 35 Collective

Covenant 35 Collective (C35 Collective) is a multidisciplinary strategic consulting and organizational development firm that helps leaders and organizations transform vision into measurable results through strategy, leadership, and operational excellence.

We partner with government agencies, healthcare organizations, nonprofit institutions, faith-based organizations, educational institutions, and commercial enterprises to solve complex organizational challenges, strengthen leadership capacity, improve operational performance, and drive sustainable growth.

Our approach is built on the belief that lasting transformation requires more than recommendations. It requires trusted partnership, disciplined execution, and measurable results. We work alongside our clients to develop practical solutions that align strategy with operations, people with purpose, and vision with execution.

Our multidisciplinary consulting team brings executive leadership experience across government, healthcare, transportation, safety, nonprofit leadership, ministry, technology, and organizational transformation. This depth of expertise enables us to assemble the right consulting team for every engagement while delivering solutions tailored to each client's unique mission, challenges, and objectives.

Whether guiding an organization through strategic planning, organizational transformation, executive leadership development, operational improvement, government contracting initiatives, or complex change management, Covenant 35 Collective is committed to helping clients build stronger organizations that are prepared for the future.

We believe strategy is only valuable when it leads to execution, and leadership is only meaningful when it creates lasting impact. Every engagement reflects our commitment to helping clients achieve measurable outcomes through practical solutions, collaborative partnerships, and disciplined implementation.

Strategy with Purpose. Leadership with Impact.

What We Do

Covenant 35 Collective provides executive consulting and advisory services in the following areas:

- Executive Strategy & Business Transformation
- Organizational Leadership & Development
- Government Contracting Advisory
- Operational Excellence & Process Improvement
- Healthcare Strategy & Change Management
- Transportation & Mobility Consulting
- Church Strategy & Growth
- Nonprofit Strategy & Community Impact
- Leadership Development & Executive Coaching
- Digital Innovation & AI Strategy
- Integrated Facility Solutions
- Safety & Risk Management
- Security & Organizational Resilience
- Energy & Sustainability
- Executive Workshops, Events & Conference Facilitation

Our Clients

We proudly serve organizations across the public, private, nonprofit, and faith-based sectors, including:

- Federal Government
- State and Local Government
- Healthcare Systems
- Transportation Organizations
- Educational Institutions
- Nonprofit Organizations
- Faith-Based Organizations
- Commercial Enterprises
- Energy and Infrastructure Organizations

Our Value Proposition

Covenant 35 Collective delivers more than consulting. We deliver strategic partnerships that help organizations strengthen leadership, improve operations, develop people, embrace innovation, and achieve measurable, sustainable results.

Our integrated consulting model combines executive experience with practical implementation, ensuring every recommendation is actionable, every engagement is collaborative, and every solution is designed to create lasting organizational value.

SECTION 2

Company Profile

Company Snapshot

Legal Name: Covenant 35 Collective, LLC

Brand Name: Covenant 35 Collective

Headquarters: Texas

Service Area: Nationwide

Business Structure: Strategic Consulting and Organizational Development Firm

Primary Markets Served:

- Federal Government
- State and Local Government
- Healthcare Organizations
- Transportation and Mobility
- Nonprofit Organizations
- Faith-Based Organizations
- Educational Institutions
- Commercial Enterprises
- Energy and Infrastructure

Who We Are

Covenant 35 Collective exists to help organizations navigate complexity with confidence.

We believe every organization has the potential to achieve extraordinary results when strategy, leadership, operations, and execution are aligned. Our role is to help clients identify where they are today, define where they want to go, and develop practical solutions that move them forward.

Our multidisciplinary consulting model brings together senior professionals with decades of executive leadership experience across government, healthcare, transportation, safety, nonprofit leadership, ministry, technology, and organizational transformation. This breadth of expertise allows us to assemble consulting teams tailored to each client's unique mission, challenges, and objectives.

Unlike firms that specialize in only one discipline, Covenant 35 Collective integrates strategic thinking with operational execution to deliver solutions that are practical, measurable, and sustainable.

Our Mission

To empower organizations through strategic leadership, operational excellence, and innovative solutions that strengthen performance, develop leaders, and create lasting impact.

Our Vision

To become a nationally recognized strategic consulting firm known for helping organizations transform vision into measurable results while strengthening communities, developing leaders, and creating sustainable organizational success.

Our Core Values

Purpose

We believe meaningful work begins with a clear mission and a commitment to serving others with integrity.

Leadership

We develop leaders who inspire confidence, embrace accountability, and create lasting organizational impact.

Excellence

We pursue the highest standards of professionalism, quality, and continuous improvement in every engagement.

Innovation

We leverage technology, data, and creative thinking to solve today's challenges while preparing clients for tomorrow's opportunities.

Collaboration

We believe the best solutions emerge through trusted partnerships and diverse perspectives.

Stewardship

We manage resources responsibly and remain committed to delivering measurable value to every client.

Our Consulting Philosophy

At Covenant 35 Collective, consulting is more than providing recommendations. It is about building organizational capacity and equipping leaders for long-term success.

Every engagement is guided by four principles:

Listen First

We invest time to understand each organization's mission, culture, stakeholders, and operational environment before recommending solutions.

Think Strategically

We evaluate challenges from multiple perspectives, balancing immediate priorities with long-term organizational goals.

Execute with Excellence

Our recommendations are practical, actionable, and designed to produce measurable results.

Create Lasting Impact

We focus on building sustainable systems, developing leaders, and leaving organizations stronger than we found them.

Why Covenant 35 Collective

Organizations choose Covenant 35 Collective because we combine strategic insight with operational experience.

Our consultants have led complex initiatives, managed large-scale operations, directed organizational change, developed high-performing teams, and advised executive leaders across multiple industries.

Rather than offering one-size-fits-all solutions, we develop customized strategies that reflect each client's mission, culture, and goals while delivering measurable outcomes.

We believe successful consulting is built on trust, collaboration, disciplined execution, and an unwavering commitment to client success.

SECTION 3

Consulting Practice Areas

Covenant 35 Collective is organized into specialized consulting practice areas that allow us to assemble multidisciplinary teams tailored to each client's unique objectives. Our consultants combine strategic thinking with practical implementation to help organizations solve complex challenges, strengthen leadership, improve operations, and achieve measurable outcomes.

Executive Strategy & Business Transformation

We partner with executive leadership to develop strategic direction, improve organizational effectiveness, and position organizations for sustainable growth.

Services

- Strategic Planning
- Executive Advisory Services
- Business Transformation
- Organizational Assessments
- Performance Improvement
- Change Leadership
- Strategic Roadmaps
- Executive Facilitation

Government Contracting Advisory

We help organizations successfully compete for and execute government contracts through disciplined capture planning, proposal development, compliance management, and operational readiness.

Services

- Opportunity Assessment
- Go/No Go Analysis
- Capture Strategy
- Proposal Development
- Compliance Reviews
- Teaming & Joint Venture Strategy
- Contract Administration Support
- Program Management

Organizational Leadership & Development

Strong organizations are built by strong leaders. We develop leaders who inspire, execute, and sustain organizational excellence.

Services

- Leadership Development
- Executive Coaching
- Succession Planning

- Organizational Design
- Team Development
- Board Governance
- Organizational Culture
- Leadership Retreats

Operational Excellence

We help organizations improve efficiency, reduce waste, optimize processes, and build sustainable operational systems.

Services

- Operational Assessments
- Process Improvement
- Lean Process Design
- Performance Metrics
- SOP Development
- Business Process Mapping
- Continuous Improvement
- Operational Readiness

Healthcare Strategy & Change Management

Our healthcare consultants help organizations navigate operational transformation, improve patient and family experiences, and strengthen organizational performance.

Services

- Clinical Operations Strategy
- Healthcare Workflow Optimization
- Revenue Cycle Improvement
- Change Management
- Digital Transformation
- Operational Assessments
- Leadership Development
- Strategic Planning

Transportation & Mobility Consulting

Our transportation practice supports organizations responsible for moving people, goods, and critical resources safely and efficiently.

Services

- Transportation Operations
- Fleet Optimization
- Transit Operations
- Mobility Strategy
- Logistics Planning
- Operational Readiness
- Performance Improvement
- Government Transportation Programs

Construction Management, Workforce Development & Talent Strategy

Focus Areas

- Construction Program Support
- Project Coordination
- Workforce Development
- Talent Strategy
- Employer Engagement
- Leadership Development
- Community Partnerships
- Organizational Transformation
- Construction Management, Workforce Development & Talent Strategy

We help organizations coordinate construction initiatives, strengthen workforce pipelines, align talent with operational needs, and manage organizational change that supports sustainable performance.

Services

- Construction Program Support
- Project Coordination
- Workforce Planning
- Talent Strategy
- Employer Engagement
- Leadership Development
- Community Partnerships
- Organizational Transformation

Church Strategy & Growth

We partner with churches and ministries to strengthen leadership, improve operations, and position ministries for healthy, sustainable growth.

Services

- Strategic Planning
- Ministry Operations
- Leadership Development
- Church Growth Strategy
- Organizational Assessments
- Executive Coaching
- Volunteer Development
- Conference Planning

Nonprofit Strategy & Community Impact

Mission-driven organizations require strong leadership, sustainable funding, and measurable impact. We help nonprofits build organizational capacity while expanding community influence.

Services

- Strategic Planning
- Grant Readiness
- Capacity Building
- Board Development
- Community Partnerships
- Program Design
- Fund Development
- Organizational Growth

Safety, Risk Management & Operational Resilience

Our safety practice helps organizations create safer workplaces while reducing operational risk and strengthening compliance.

Services

- Safety Program Development
- OSHA Compliance
- Risk Assessments
- Incident Investigations

- Safety Training
- Business Continuity Planning
- Claims Management
- Operational Risk Mitigation

Security Strategy & Organizational Resilience

Organizations must be prepared to respond effectively to evolving threats and operational disruptions.

Services

- Security Assessments
- Organizational Resilience
- Emergency Preparedness
- Crisis Management
- Business Continuity
- Security Planning
- Risk Mitigation
- Operational Recovery

Energy, Sustainability & Infrastructure

We help organizations navigate energy, infrastructure, and sustainability initiatives that improve operational performance and long-term resilience.

Services

- Infrastructure Strategy
- Sustainability Planning
- Operational Efficiency
- Energy Program Support
- Capital Project Advisory
- Stakeholder Engagement
- Performance Improvement

Digital Innovation & AI Strategy

Organizations that embrace technology thoughtfully gain a competitive advantage. We help clients leverage AI, automation, and digital tools to improve decision making and operational performance.

Services

- AI Strategy
- Digital Transformation
- Workflow Automation
- Business Intelligence
- Technology Assessments
- Process Digitization
- Change Adoption
- Data-Driven Decision Support

Executive Workshops, Events & Conference Facilitation

We design and facilitate engaging executive experiences that inspire learning, strengthen leadership, and drive organizational alignment.

Services

- Executive Retreats
- Strategic Planning Sessions
- Leadership Workshops
- Conference Design
- Meeting Facilitation
- Team Building
- Board Retreats
- Keynote Speaking

Closing Statement

Every Covenant 35 Collective engagement is customized to meet the client's unique mission, objectives, and operating environment. Our multidisciplinary model allows us to assemble the right expertise for every engagement while maintaining a single point of accountability, ensuring clients receive integrated solutions that produce measurable, lasting results.

SECTION 4

The C35 Strategic Excellence Framework™

The Executive Operating System for Organizational Transformation

Aligning Vision. Empowering Leadership. Delivering Results.

At Covenant 35 Collective, we believe organizational excellence is achieved when leadership, strategy, operations, and execution are intentionally aligned.

The **C35 Strategic Excellence Framework™** is our proprietary executive consulting methodology designed to help organizations navigate complexity, strengthen leadership, improve performance, and create measurable, sustainable results.

Built upon decades of executive leadership experience across government, healthcare, transportation, nonprofit organizations, faith-based institutions, education, and commercial enterprises, the Framework provides a disciplined, repeatable approach that helps organizations move confidently from vision to execution.

Unlike traditional consulting models that end with recommendations, the C35 Strategic Excellence Framework™ guides organizations through strategic alignment, organizational assessment, solution design, disciplined execution, and continuous organizational advancement.

Regardless of industry, every engagement is driven by the same objective:

Build stronger leaders. Build stronger organizations. Build lasting impact.

Three Strategic Pillars

Every engagement strengthens three foundational pillars that define organizational excellence.

Leadership

Develop leaders who inspire confidence, establish strategic direction, build organizational culture, and create accountability throughout the enterprise.

Leadership creates vision.

Leadership drives change.

Leadership sustains excellence.

Operations

Design operational systems, governance structures, business processes, and performance frameworks that consistently deliver high-quality outcomes.

Operational excellence transforms strategy into execution.

Growth

Strengthen organizational capacity through innovation, continuous improvement, measurable performance, and sustainable long-term success.

Growth is measured not only by financial performance but also by organizational maturity, leadership capacity, operational effectiveness, and community impact.

The Five Executive Disciplines

The C35 Strategic Excellence Framework™ is built upon five Executive Disciplines that guide every consulting engagement regardless of industry.

ALIGN

Establish Strategic Direction

Executive Question

Where are we going?

Every successful transformation begins with clarity.

During the Align discipline, we work alongside executive leadership to establish strategic priorities, define desired outcomes, identify stakeholders, and ensure organizational alignment around a shared vision.

Executive Focus

- Vision
- Mission
- Organizational Purpose
- Strategic Priorities
- Executive Alignment
- Stakeholder Engagement

Deliverables

- Executive Discovery Report
- Strategic Priorities
- Leadership Alignment Summary
- Success Metrics

Executive Outcome

Strategic Alignment

ASSESS

Evaluate Organizational Performance

Executive Question

Where are we today?

Organizations cannot effectively plan for the future without understanding their current reality.

Through comprehensive assessments, we evaluate leadership effectiveness, organizational health, operational performance, culture, governance, risk, and readiness for change.

Executive Focus

- Organizational Health
- Leadership Effectiveness
- Operational Performance
- Financial Readiness
- Risk Management
- Organizational Culture

Deliverables

- Current State Assessment
- Organizational Health Report
- SWOT Analysis
- Gap Analysis
- Executive Findings Report

Executive Outcome

Organizational Intelligence

ARCHITECT

Design Sustainable Solutions

Executive Question

What should we become?

Using assessment findings, Covenant 35 Collective develops customized strategies that align people, processes, governance, technology, and organizational objectives.

Solutions are designed specifically for each client's mission, culture, and operating environment.

Executive Focus

- Strategic Planning
- Organizational Design
- Governance
- Operating Models
- Process Improvement
- Change Strategy

Deliverables

- Strategic Roadmap
- Implementation Blueprint
- Executive Action Plan
- Performance Framework

Executive Outcome

Strategic Blueprint

ACCELERATE

Execute with Excellence

Executive Question

How do we deliver results?

Execution transforms strategy into measurable outcomes.

During this discipline, Covenant 35 Collective partners with organizational leadership to implement initiatives, strengthen accountability, develop leaders, and maintain organizational momentum.

Executive Focus

- Project Leadership
- Executive Coaching
- Leadership Development
- Organizational Communications
- Change Management
- Performance Monitoring

Deliverables

- Executive Dashboard
- Progress Reports
- Leadership Development Plans
- Implementation Scorecards

Executive Outcome

Execution Excellence

ADVANCE

Sustain Organizational Excellence

Executive Question

How do we continue improving?

Our work does not end with implementation.

We help organizations institutionalize best practices, strengthen governance, develop future leaders, and establish systems for continuous improvement.

Executive Focus

- Continuous Improvement
- Governance
- Leadership Development
- Executive Coaching
- Innovation
- Organizational Maturity

Deliverables

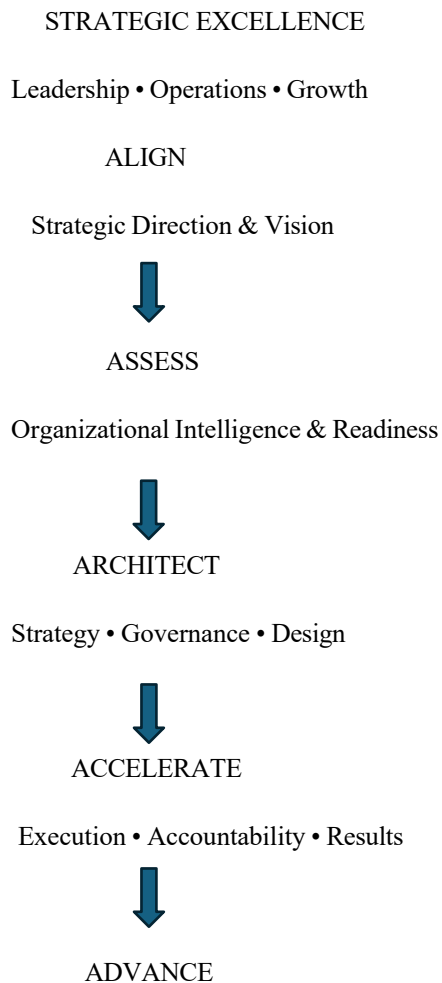
- Sustainability Plan
- Continuous Improvement Framework
- Executive KPI Dashboard
- Organizational Excellence Roadmap

Executive Outcome

Sustainable Organizational Excellence

Executive Operating Model

C35 STRATEGIC EXCELLENCE FRAMEWORK™



Continuous Organizational Excellence

Why It Works Across Every Industry

The C35 Strategic Excellence Framework™ is industry agnostic because every organization, regardless of mission or sector, must answer the same five executive questions:

Executive Discipline	Executive Question
Align	Where are we going?
Assess	Where are we today?
Architect	What should we become?
Accelerate	How do we execute successfully?
Advance	How do we sustain excellence?

Whether advising a federal agency, healthcare system, nonprofit organization, church, transportation provider, educational institution, or commercial enterprise, the framework remains consistent. Only the tools, analyses, and deliverables are tailored to the client's operating environment.

The C35 Commitment

The C35 Strategic Excellence Framework™ is more than a consulting methodology. It is Covenant 35 Collective's executive operating system for helping organizations align leadership, strengthen operations, execute strategy with discipline, and build sustainable organizational excellence. Every engagement reflects our commitment to helping leaders think strategically, execute confidently, and create lasting impact.

SECTION 5

Executive Leadership & Strategic Advisors

Leadership That Drives Results

At Covenant 35 Collective, our strength is our people.

Our leadership team brings together executive experience across military service, healthcare, government, transportation, organizational leadership, safety, nonprofit leadership, ministry, technology, and operational excellence.

Rather than relying on a traditional consulting model, we assemble multidisciplinary teams that combine strategic insight with practical execution, ensuring every engagement is supported by professionals whose expertise aligns with the client's mission and objectives.

Every consultant contributes executive-level experience while sharing a common commitment to leadership, integrity, collaboration, and measurable client outcomes.

Executive Leadership

Greg McQueen, PhD, MBA, PMP

Founder & Managing Principal

Dr. Greg McQueen is the Founder and Principal Strategist of Covenant 35 Collective, where he advises organizations on executive strategy, organizational transformation, operational excellence, leadership development, government contracting, healthcare strategy, transportation operations, and organizational growth. With more than two decades of executive leadership experience spanning military service, healthcare, transportation, nonprofit leadership, ministry, and business operations, Dr. McQueen specializes in helping organizations navigate complexity while strengthening leadership capacity and improving organizational performance.

His professional background includes executive leadership within healthcare operations, transportation management, government contracting, organizational development, strategic planning, and ministry leadership. Throughout his career, he has successfully led multidisciplinary teams, managed multi-million-dollar budgets, implemented organizational transformation initiatives, developed strategic partnerships, and guided organizations through periods of significant growth and change. As the architect of the **C35 Strategic Excellence Framework™**, Dr. McQueen believes lasting organizational success is achieved when strategy, leadership, operations, and execution are intentionally aligned. His consulting philosophy emphasizes practical implementation, measurable outcomes, servant leadership, and sustainable organizational excellence.

Areas of Executive Leadership

- Executive Strategy
- Organizational Leadership & Transformation
- Government Contracting Strategy
- Operational Excellence
- Healthcare Strategy & Change Management
- Transportation & Mobility Consulting
- Church Strategy & Growth
- Leadership Development
- Executive Facilitation
- Community Impact Strategy

Senior Strategic Advisors

Sherita McQueen, PhD, MPA, CNP

Principal, Nonprofit Strategy & Community Impact

Dr. Sherita McQueen advises nonprofit organizations, workforce initiatives, and mission-driven organizations on strategic planning, program development, organizational leadership, capacity building, operational improvement, career readiness, and community engagement. She brings more than 20 years of experience developing programs, leading teams, strengthening internal systems, managing organizational operations, and creating community-centered solutions for individuals navigating career and life transitions. Her experience includes nonprofit executive leadership, workforce development, financial and operational planning, performance optimization, policy development, regulatory compliance, community partnerships, and transitional counseling. Her collaborative approach helps organizations strengthen service delivery, build sustainable programs, improve organizational effectiveness, and create inclusive pathways that expand community impact.

Gregory Harris

Principal, Healthcare, Digital Innovation & Enterprise Strategy

Gregory Harris is a transformational executive, enterprise strategist, and senior management consultant with more than two decades of experience helping healthcare organizations, government agencies, and commercial enterprises improve performance through strategic leadership, digital innovation, enterprise technology, and operational transformation. His expertise spans executive advisory, healthcare transformation, enterprise architecture, business process optimization, technology adoption, and organizational change. He helps clients align strategy, technology, people, and operations to navigate complexity, modernize systems, accelerate innovation, and achieve measurable, sustainable results.

James Thomas

Principal, Security Strategy & Organizational Resilience

James Thomas specializes in organizational security, emergency preparedness, public safety strategy, facilities operations, organizational resilience, and risk mitigation. He has held senior leadership roles overseeing maintenance, security, and operations within complex public education environments. His experience includes campus safety, facilities management, policy implementation, crisis preparedness, regulatory compliance, stakeholder communication, and continuity of operations. He helps schools, public agencies, and organizations strengthen security, manage risk, and maintain safe, resilient operating environments.

Vince Pedican, MPA

Principal, Energy, Sustainability & Infrastructure

Vince Pedican advises organizations on infrastructure strategy, energy programs, sustainability initiatives, operational efficiency, and long-term resilience. He helps clients evaluate infrastructure needs, establish priorities, coordinate complex initiatives, and develop practical strategies that align operational performance with sustainability goals. His experience supports organizations pursuing infrastructure modernization, energy efficiency, capital program planning, stakeholder coordination, and sustainable operational solutions. He brings a strategic and implementation-focused perspective to initiatives requiring disciplined planning, performance improvement, and responsible resource management.

Alton Johnson, PMP, CSP

Principal, Safety, Risk & Operational Excellence

Alton Johnson provides executive consulting in workplace safety, enterprise risk management, operational excellence, regulatory compliance, project management, and organizational performance improvement. His credentials include Project Management Professional (PMP), Certified Safety Professional (CSP), CompTIA Certified Professional, Licensed Claims Adjuster, Certified Six Sigma Green Belt (CSSGB), DLP, Certified Safety Trainer, OSHA 10, and OSHA 30. His expertise helps organizations strengthen safety cultures, improve compliance, reduce operational risk, investigate incidents, manage claims, and develop high-performing operational systems. He brings a practical, results-focused approach to helping organizations protect their people, improve processes, and maintain safe, resilient operating environments.

Dr. Claudette Morgan-Scott, DBA

Practice Lead, Construction Management, Workforce Development, Talent Strategy & Organizational Transformation

Dr. Claudette Morgan-Scott advises organizations on construction management, workforce development, talent strategy, employer engagement, leadership development, community partnerships, organizational leadership and transformation, and church strategy and growth. She helps organizations align people, programs, and operational priorities while strengthening leadership capacity and building partnerships that support long-term success. Her

multidisciplinary approach connects workforce needs, construction initiatives, organizational strategy, community engagement, and leadership development. She supports organizations in creating stronger workforce systems, improving organizational effectiveness, developing sustainable talent pipelines, and establishing practical pathways for growth and community impact.

Antonia Sevilla

Practice Lead, Digital Solutions, AI & Technology Innovation

Antonia Sevilla develops modern software platforms that help organizations streamline operations, improve client experiences, automate workflows, and strengthen visibility across traditional and AI-powered search environments. She works with organizations to translate operational challenges into practical, scalable technology solutions that improve efficiency, accessibility, and service delivery. Her expertise includes custom web applications and SaaS platforms, secure client and citizen portals, workflow automation, AI-powered operational tools, generative engine optimization, internal business systems, and operational dashboards. She helps clients modernize processes, strengthen their digital presence, and use technology more effectively to support growth and informed decision-making.

Our Consulting Philosophy

Every client engagement is supported by the consultant or multidisciplinary team best suited to the client's objectives. Rather than assigning generalists to every project, Covenant 35 Collective assembles experienced professionals whose expertise aligns with the engagement's technical, operational, strategic, and leadership requirements. This collaborative model enables us to deliver tailored solutions while maintaining a single point of accountability and an integrated consulting experience.

Why Our Team Is Different

Our consultants have led organizations from the inside. We understand the realities of executive leadership because we have served in executive roles across government, healthcare, transportation, nonprofit leadership, ministry, operations, safety, and organizational transformation. Our clients gain more than technical expertise. They gain trusted advisors who understand how to navigate complexity, build consensus, lead change, and deliver measurable results.

SECTION 6

Centers of Excellence

Multidisciplinary Expertise. Integrated Solutions.

Covenant 35 Collective is organized around specialized Centers of Excellence that bring together executive leaders and subject matter experts to solve complex organizational challenges.

Rather than operating as isolated service lines, our Centers of Excellence collaborate across disciplines to deliver integrated solutions tailored to each client's mission, objectives, and operating environment.

This collaborative model enables us to assemble the right expertise for every engagement while maintaining a single point of accountability and a unified consulting experience.

The Collective Advantage

Our Centers of Excellence are intentionally interconnected. Complex organizational challenges rarely fit within a single discipline. By integrating expertise across leadership, strategy, operations, technology, healthcare, transportation, construction management, workforce development, safety, nonprofit leadership, ministry, and government consulting, Covenant 35 Collective delivers comprehensive solutions that address both immediate priorities and long-term organizational success.

Every engagement is supported by the most appropriate combination of expertise, ensuring clients receive strategic guidance, practical implementation, and measurable outcomes through one trusted consulting partner.

SECTION 7

Representative Engagements & Executive Experience

Experience That Inspires Confidence

The strength of Covenant 35 Collective is built upon the executive experience of our leadership team. Our consultants have successfully led strategic initiatives, managed complex operations,

developed organizational strategies, directed large-scale transformation efforts, and advised executive leaders across government, healthcare, transportation, nonprofit organizations, faith-based institutions, education, and commercial enterprises.

Collectively, our team brings decades of executive leadership experience that informs every client engagement and enables us to deliver practical, measurable solutions. The following representative engagements demonstrate the breadth of expertise our consultants bring to every project.

Executive Strategy & Organizational Transformation

Executive Leadership Across Multiple Industries

Our leadership team has guided organizations through strategic planning, organizational restructuring, operational improvement, leadership development, and business transformation initiatives designed to improve performance and strengthen long-term sustainability.

Representative Experience

- Executive strategic planning
- Organizational transformation initiatives
- Executive advisory services
- Operational restructuring
- Organizational assessments
- Change management
- Leadership coaching
- Performance improvement

Government Contracting & Program Leadership

Our consultants understand the complexities of public sector contracting and program execution.

Representative experience includes:

- Federal proposal development
- Capture strategy
- Government compliance
- Contract administration
- Program management
- Operational planning
- Teaming strategy
- Public sector consulting

Healthcare Operations & Transformation

Members of our leadership team have held executive and operational leadership roles within healthcare organizations focused on improving operational performance, implementing technology solutions, and leading organizational change.

Representative experience includes:

- Clinical operations
- Healthcare workflow optimization
- Revenue improvement initiatives
- Change management
- Digital transformation
- Cross-functional leadership
- Performance improvement
- Healthcare technology implementation

Transportation & Mobility

Our leadership team has managed transportation operations supporting public agencies, healthcare organizations, and commercial clients.

Representative experience includes:

- Transportation operations
- Fleet management
- Transit operations
- Logistics planning
- Workforce management
- Operational readiness
- Safety management
- Performance optimization

Nonprofit Leadership & Community Impact

Our consultants have founded, led, and advised nonprofit organizations committed to workforce development, community engagement, organizational capacity building, and sustainable impact.

Representative experience includes:

- Nonprofit startup leadership
- Strategic planning

- Board governance
- Grant strategy
- Community partnerships
- Workforce development
- Program development
- Organizational growth

Church Strategy & Ministry Leadership

Members of our leadership team have served in executive ministry leadership roles, helping churches strengthen leadership, improve operations, and prepare for sustainable growth.

Representative experience includes:

- Executive pastoral leadership
- Church strategy
- Leadership development
- Ministry operations
- Conference planning
- Organizational development
- Volunteer engagement
- Ministry growth

Safety, Risk & Operational Excellence

Our consultants have helped organizations improve workplace safety, strengthen compliance, reduce operational risk, and develop high-performing operational systems.

Representative experience includes:

- Enterprise safety programs
- OSHA compliance
- Risk assessments
- Claims management
- Operational excellence
- Process improvement
- Incident investigations
- Safety training

Digital Innovation & Organizational Change

Our consultants have supported organizations implementing new technologies, improving digital workflows, and leading enterprise-wide organizational change.

Representative experience includes:

- Digital transformation
- AI strategy
- Workflow automation
- Technology implementation
- Organizational change management
- Executive communications
- Process modernization

Military Leadership

Members of our leadership team bring military leadership experience that emphasizes mission execution, disciplined planning, operational excellence, leadership development, logistics, and organizational resilience.

This experience strengthens our ability to advise organizations operating in complex, high-accountability environments.

Our Experience Advantage

Every Covenant 35 Collective engagement benefits from the combined executive experience of our multidisciplinary leadership team.

Rather than relying solely on theoretical consulting models, our advisors draw upon real-world leadership experience gained through executive roles across government, healthcare, transportation, nonprofit organizations, ministry, military service, and commercial operations.

This combination of strategic expertise and operational leadership allows us to provide practical recommendations that are grounded in experience, informed by best practices, and focused on delivering measurable results.

Executive Experience Matrix

Industry	Executive Leadership	Strategy	Operations	Transformation
Federal Government	✓	✓	✓	✓
State & Local Government	✓	✓	✓	✓
Healthcare	✓	✓	✓	✓
Transportation	✓	✓	✓	✓
Nonprofit	✓	✓	✓	✓
Faith-Based Organizations	✓	✓	✓	✓
Commercial	✓	✓	✓	✓
Education	✓	✓	✓	✓

Executive Perspective

Our clients engage Covenant 35 Collective because they want advisors who have led organizations, managed change, navigated complexity, and delivered results. We bring the perspective of executives who understand the realities of leadership and the discipline required to transform strategy into sustained organizational performance.