

TYLER VERMILLION

Award-winning outreach leader published by the National Academies, with a proven record of driving statewide MAT expansion and system-level change.

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I am deeply driven by a passion to make meaningful contributions to our communities by addressing the gaps that leave too many people without the care or support they deserve. Whether it's individuals living with substance use disorder, behavioral health challenges, neurodivergence, or those impacted by homelessness, incarceration, or systemic inequities, I believe everyone deserves access to compassionate, inclusive care.

My work is grounded in harm reduction, health equity, and the belief that lasting change happens through strong relationships, bold thinking, and a commitment to justice. I bring lived experience, a background in business management, and formal education in social justice, public policy, and nonprofit leadership to every project I take on. This blend allows me to approach systemic change with both heart and strategy—always with the goal of building a more equitable and supportive world for those most often left behind.

EXPERIENCE

OCTOBER 2023 – PRESENT

REGIONAL COMMUNITY OUTREACH MANAGER, EASTERN/CENTRAL WASHINGTON AND WESTERN MONTANA- IDEAL OPTION

SPOKANE, WA

- Lead regional outreach and engagement strategies to expand access to medication-assisted treatment (MAT) across 20+ markets in central and eastern Washington and western Montana, representing over 20% of Ideal Option's annual revenue.
- Build awareness and support for treatment services by cultivating partnerships with tribal nations, elected officials, reentry programs, hospitals, clinics, and public health agencies at the state, county, and local levels.
- Supervise peer outreach specialists across multiple counties; mentor staff, develop talent, and lead initiatives grounded in DEI, harm reduction, and continuous improvement.

- Design and implement community-driven campaigns that reduce stigma and foster trust with underserved populations through culturally responsive and inclusive engagement.
- Coordinate and execute statewide outreach events, presentations, and campaigns, collaborating with city councils, local leaders, and stakeholders to generate buy-in and promote care access.
- Maintain trusted relationships with high-level stakeholders—including the mayor of Yakima and Spokane City Council leadership—and regularly serve as an expert panelist and public speaker.
- Develop new contracts and strengthen infrastructure in rural, frontier, and metropolitan regions by identifying service gaps and creating tailored outreach models.
- Provide navigation and referral support for individuals seeking medications for opioid use disorder (MOUD), ensuring warm handoffs to treatment providers, community-based resources, and supportive services.
- Respond to referrals and participant needs from partners and stakeholders, screening for urgency, coordinating rapid access, and maintaining follow-up for successful linkage to care.
- Apply a harm reduction and trauma-informed approach to participant engagement, reducing stigma and building trust across diverse communities.
- Document participant interactions, treatment referrals, and follow-up outcomes in organizational systems to support monitoring, evaluation, and quality improvement.

AUGUST 2022 – SEPTEMBER 2023

CARE COORDINATOR, PEER SUPPORT SPECIALIST, CHW - PEER WASHINGTON

SPOKANE, WA

- Advocated for healthcare access by providing certified peer support, navigation, and harm reduction services to individuals living with substance use disorders, HIV, chronic illness, and mental health conditions.
- Designed and implemented data management systems to strengthen program operations and grant reporting, while maintaining accurate electronic documentation of assessments, referrals, and case notes in compliance with policies.
- Led LGBTQIA+ health equity initiatives and built strategic partnerships with local organizations, donors, and service providers to expand inclusive care practices.
- Created and facilitated peer-led support groups tailored to marginalized populations, including unhoused individuals and communities impacted by trauma, stigma, and systemic barriers.
- Delivered culturally responsive outreach, language support, and navigation services to immigrant and refugee communities, addressing equity barriers and improving coordinated case management.

- Responded to participant requests via phone, text, and in-person outreach; conducted screenings, provided empathetic support, and facilitated warm handoffs to treatment, housing, and community resources, ensuring follow-up for successful linkage.
- Recruited, trained, and engaged volunteers to support program delivery and fostered member engagement through inclusive outreach strategies and events.

MAY 2022 – AUGUST 2022

VISITATION FACILITATOR - SERVICE ALTERNATIVES

SPOKANE, WA

- Supervised court-ordered visitation between children in the child welfare system and their parents, in compliance with Washington State Department of Children, Youth, and Families (DCYF) guidelines.
- Ensured safe and trauma-informed transportation of children to and from foster care placements, prioritizing emotional well-being and stability.
- Maintained accurate, detailed visitation logs used as official court documentation in custody and family reunification cases.
- Served as a mandated reporter, promptly identifying and reporting safety concerns or incidents to appropriate authorities in accordance with state law.

MARCH 2022 – SEPTEMBER 2022

HIGH VALUE INSPECTOR - MUELLER INC.

IDAHO, WASHINGTON

- I provided personalized risk analysis services on a private contract basis to lenders and underwriters who handle properties with a minimum value of \$1 million.

AUGUST 2020 – OCTOBER 2021

CASE RESOLUTION SPECIALIST, CARE COORDINATOR - THE BAIL PROJECT

SPOKANE, WA

- Provided comprehensive case management for clients involved in the criminal legal system, including scheduling, court coordination, social service referrals, and reentry navigation.
- Designed and implemented a national Salesforce case tracking system to document participant needs, referrals, and service engagement, enhancing efficiency and data accuracy across multiple sites.

- Trained and mentored staff on best practices in client support, documentation, and technology use, resulting in higher client engagement and compliance rates.
- Conducted detailed case investigations, monitored bail fund disbursement, and ensured optimal client outcomes through strategic use of resources.
- Maintained ongoing communication with clients to monitor progress, support successful linkage to treatment, housing, and community services, and improve court compliance.
- Identified process improvement opportunities and collaborated with national teams to streamline workflows and standardize project management systems.

DECEMBER 2015 – SEPTEMBER 2020

CEO, LICENSED PROPERTY MANAGER - REAL ESTATE INVESTMENT MANAGEMENT
MONTANA

- Directed day-to-day operations of a real estate firm managing a \$30M portfolio, including multifamily, residential, and commercial properties.
- Oversaw contract development, trust account maintenance, legal compliance, and investor relations with a focus on transparency and financial accountability.
- Led system development initiatives to improve operational efficiency and ensure best practices in risk analysis, crisis response, and renovation project execution.
- Supervised and trained staff across departments, fostering a high-performance culture through strong leadership and professional development.
- Successfully managed large-scale property renovations, construction projects, and crisis mitigation efforts while maintaining strong stakeholder trust.

OCTOBER 2013 – MAY 2016

DIRECTOR OF AGENT SERVICES, TECHNOLOGY COORDINATOR - KELLER WILLIAMS CAPITAL REALTY
HELENA AND GREAT FALLS, MT

- Led new agent onboarding and training with a focus on emerging technologies, digital marketing tools, and process efficiency.
- Streamlined internal operations by developing systems that improved communication, productivity, and support across departments.
- Provided hands-on technology support to agents and staff, ensuring access to tools and training that enhanced performance.
- Coordinated team collaboration and communication, serving as a key liaison between leadership and agents.

- Organized office-wide philanthropic initiatives and charity events, reinforcing the company's commitment to community impact.

JUNE 2012 – OCTOBER 2013

MANAGER, EVENT COORDINATOR - GREENMEADOW COUNTRY CLUB

HELENA, MT

- Managed daily operations of restaurant, bar, and event services, ensuring high-quality guest experiences and efficient team performance.
- Designed employee schedules, facilitated onboarding, and developed operational procedures to enhance productivity and service consistency.
- Planned and executed weddings, banquets, and large-scale events, serving as the primary liaison for clients, vendors, and internal teams.
- Created and enforced policies that fostered a positive work environment and promoted team accountability.
- Led hiring and termination processes, applying best practices to recruit and retain high-performing staff.

EDUCATION

MASTER OF PUBLIC ADMINISTRATION – RUTGERS UNIVERSITY

Certified in Nonprofit Management (Graduate 2025)

Current GPA 3.92

BACHELOR OF ARTS: SOCIOLOGY, PUBLIC RELATIONS - GONZAGA UNIVERSITY

Graduated Magna Cum Laude with a GPA of 3.86.

Belonging to the top 4% of my class, I was admitted as a member of The National Jesuit Honors Society, Alpha Sigma Nu.

My concentration within Sociology is Social Justice and Inequality

CORE COMPETENCIES & TECHNICAL SKILLS

Program & Project Leadership

- Program & Project Management
- Grant Implementation & Reporting
- Process Development & Improvement
- Direct Report & Peer Support Supervision

- Event Planning & Coordination
- Implementing Best Practices
- Strategic Outreach Campaigns

Behavioral Health & Equity Expertise

- Medication Assisted Treatment (MAT)
- Harm Reduction & Recovery Support
- Health Equity & Inclusion
- Equity Auditing & Community Needs Assessment
- Advocacy & Systemic Change
- Trauma-Informed & Culturally Responsive Care

Community Engagement & Communication

- Cross-Sector Partnership Development
- Stakeholder Engagement & Public Speaking
- Community Outreach & Relationship Building
- Conflict Resolution & Collaboration
- Communication & Documentation

Analytical & Technical Skills

- Data Tracking & Reporting
- Salesforce CRM & Data Management
- Critical Thinking & Creative Problem Solving
- Adaptability & Flexibility
- Analytical Thinking & Decision Making

PUBLICATIONS

- Contributing voice in *Expanding Behavioral Health Care Workforce Participation in Medicare, Medicaid, and Marketplace Plans*, National Academies of Sciences, Engineering, and Medicine (2024)

ACTIVITIES

- Board of Directors – IMPACT Washington
- Board of Directors – Spokane Regional Opioid Taskforce
- Volunteer Animal Foster – SpokAnimal
- Pride Spokane – LGBTQIA+ Pride Celebration Organization and Planning
- LGBTQIA+ Mental Health Panel – Spokane Community College
- Community Health Worker Panel – Better Health Together
- Community Linkages RFP Panel – Better Health Together
- Spokane Homeless Coalition



CERTIFICATIONS / TRAININGS

Washington State Community Health Worker

Peer Coach – CCAR Recovery Coach Academy

Peer Group Facilitator

De-Escalation Communication Training – Washington State Department of Health

MHTTC Queer and Trans Youth Mental Health: Trauma-Informed & Anti-Racist Co-Conspiratorship

May 11, 2022

To Whom It May Concern:

With great pleasure, I am writing this reference letter for Tyler Vermillion for an employment opportunity. I have had the privilege to work closely with Tyler. He worked under my leadership as an intern for the 2021 school year. Tyler assisted me with co-facilitating internal training on a national phone program launched to support the clients we serve. He assisted with developing a care coordination process for an external partnership with a stakeholder in Spokane, WA. Tyler created guidelines and resource documents to help streamline the workflow to achieve model fidelity. He worked collaboratively with other interns and various leaders within the organization to enhance the experience of the clients we serve throughout the country. Tyler manages his execution and prioritizes the workload well.

Tyler is destined for greatness. He is dedicated to excellence and extremely intelligent. Tyler loves to learn new things, and he does it fast. Tyler has excellent communication skills, written and oral. He is a strategic planner who aids people in maximizing productivity. He is efficient and pays great attention to detail. Tyler adapts well and drives positive change. With all that said, he is highly skilled in conducting research, anticipating needs, project management, and taking initiative.

Tyler is an excellent team player and respected by many people from diverse backgrounds, including but not limited to the LGBTQ and BIPOC communities. He is charismatic, self-motivated, committed, capable, and personable. Tyler is excellent at establishing professional relationships. Tyler's potential to succeed will only be hindered by the opportunities available to him.

I am confident that Tyler will be an asset to any organization. He demonstrates a strong passion for helping people in various ways. In addition to his professional training, Tyler's educational background will enable him to be successful in any working environment. I recommend him without reservations.

Sincerely,

Lawrence C. Dunbar II | Director of Client Services
bailproject.org (410) 419 9262