

Application Form

Profile

Terah

First Name

Jeanita

Middle Initial

Lawyer

Last Name

Address

Phone or Email

Richmond

City

CA

State

94806

Postal Code

Primary Phone

Email Address

District Locator Tool

Resident of Supervisorial District:

☒ District 1

CROP Organization

Employer

President

Job Title

Length of Employment

4 years

Do you work in Contra Costa County?

☐ Yes ☒ No

If Yes, in which District do you work?

How long have you lived or worked in Contra Costa County?

5 years

Are you a veteran of the U.S. Armed Forces?

☐ Yes ☒ No

Board and Interest

Which Boards would you like to apply for?

Ad Hoc African American Holistic Wellness and Resource Hub Transitional Community
Advisory Board: Submitted

Seat Name

TCAB member

Have you ever attended a meeting of the advisory board for which you are applying?

☐ Yes ☒ No

If Yes, how many meetings have you attended?

Education

Select the option that applies to your high school education *

☒ High School Diploma

College/ University A

Name of College Attended

San Francisco State University

Degree Type / Course of Study / Major

Business Administration

Degree Awarded?

☒ Yes ☐ No

College/ University B

Name of College Attended

Coastline Community College

Degree Type / Course of Study / Major

Social & Behavioral Sciences

Degree Awarded?

☒ Yes ☐ No

College/ University C

Name of College Attended

Harvard Executive School

Degree Type / Course of Study / Major

Nonprofit Leadership

Terah Jeanita Lawyer

Degree Awarded?

☒ Yes ☐ No

Other Trainings & Occupational Licenses**Other Training A**

AOD Counseling

Certificate Awarded for Training?

☒ Yes ☐ No

Other Training B

Trauma-informed Care

Certificate Awarded for Training?

☒ Yes ☐ No

Occupational Licenses Completed:

Qualifications and Volunteer Experience

Please explain why you would like to serve on this particular board, committee, or commission.

I want to serve on the African American Holistic Wellness and Resource Hub Transitional Community Advisory Board because this work sits at the intersection of healing, justice, culture, and community—where my life and leadership have been deeply shaped. I come to this work not only as a nonprofit executive and systems builder, but as a formerly incarcerated Black woman who understands firsthand how vital holistic support is during periods of transition. Too often, our communities are asked to survive trauma without being resourced to heal from it. I believe deeply in building spaces that center mental health, economic stability, spiritual wellness, cultural identity, and community connection as essential—not optional—components of success. This Hub represents the kind of upstream, preventative, and culturally grounded investment I have spent my career advocating for. I would be honored to serve as a bridge between community voice and institutional systems, helping to ensure the Hub remains rooted in the real needs, aspirations, and lived experiences of the people it is meant to serve. Most of all, I want to contribute my time, leadership, and relationships to help this resource grow into a lasting ecosystem of care, opportunity, and empowerment for our community.

Describe your qualifications for this appointment. (NOTE: you may also include a copy of your resume with this application)

My qualifications for this appointment are rooted in both lived experience and executive leadership. I am the President of Creating Restorative Opportunities and Programs (CROP), where I lead large-scale workforce, housing, and reentry initiatives that serve individuals and families navigating some of the most complex transitions of their lives. My work centers on holistic support—integrating mental health, economic stability, leadership development, housing access, and community healing into program design and delivery. I also bring over a decade of experience in program development, systems change, public-private partnerships, and policy advocacy. I manage multi-million-dollar budgets, lead cross-sector collaborations, and partner closely with government agencies, philanthropy, and community-based organizations to build sustainable, people-centered solutions. Equally important, I bring lived experience as a formerly incarcerated Black woman who understands firsthand the importance of culturally rooted, trauma-informed, and dignity-centered approaches to wellness and reentry. This perspective allows me to lead with empathy, accountability, and a deep commitment to advancing resources that truly meet community needs. I would bring strategic vision, operational expertise, and authentic community connection to this Advisory Board.

Upload a Resume

Would you like to be considered for appointment to other advisory bodies for which you may be qualified?

☒ Yes ☐ No

Do you have any obligations that might affect your attendance at scheduled meetings?

☐ Yes ☒ No

If Yes, please explain:

Are you currently or have you ever been appointed to a Contra Costa County advisory board?

☐ Yes ☒ No

If Yes, please list the Contra Costa County advisory board(s) on which you are currently serving:

If Yes, please also list the Contra Costa County advisory board(s) on which you have previously served:

List any volunteer or community experience, including any advisory boards on which you have served.

I was elected to sit on Governor Newsom's California Model Advisory Board, I'm a board member of a local nonprofit, and a member on Equity at Work Council with San Francisco Foundation.

Conflict of Interest and Certification

Terah Jeanita Lawyer

Do you have a familial or financial relationship with a member of the Board of Supervisors? (Please refer to the relationships listed under the "Important Information" section below or Resolution No. 2021/234)

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Do you have any financial relationships with the County such as grants, contracts, or other economic relationships?

☐ Yes ☒ No

If Yes, please identify the nature of the relationship:

Please Agree with the Following Statement

I CERTIFY that the statements made by me in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith. I acknowledge and undersand that all information in this application is publicly accessible. I understand that misstatements and/or omissions of material fact may cause forfeiture of my rights to serve on a board, committee, or commission in Contra Costa County.

☒ I Agree

Important Information

1. This application and any attachments you provide to it is a public document and is subject to the California Public Records Act (CA Government Code §6250-6270).
2. All members of appointed bodies are required to take the advisory body training provided by Contra Costa County.
3. Members of certain boards, commissions, and committees may be required to: (1) file a Statement of Economic Interest Form also known as a Form 700, and (2) complete the State Ethics Training Course as required by AB 1234.
4. Meetings may be held in various locations and some locations may not be accessible by public transportation.
5. Meeting dates and times are subject to change and may occur up to two (2) days per month.
6. Some boards, committees, or commissions may assign members to subcommittees or work groups which may require an additional commitment of time.
7. As indicated in Board Resolution 2021/234, a person will not be eligible for appointment if he/she is related to a Board of Supervisors' member in any of the following relationships:
 - (1) Mother, father, son, and daughter;
 - (2) Brother, sister, grandmother, grandfather, grandson, and granddaughter;
 - (3) Husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepson, and stepdaughter;
 - (4) Registered domestic partner, pursuant to California Family Code section 297;
 - (5) The relatives, as defined in 1 and 2 above, for a registered domestic partner;
 - (6) Any person with whom a Board Member shares a financial interest as defined in the Political Reform Act (Gov't Code §87103, Financial Interest), such as a business partner or business associate.



Terah J. Lawyer



SURE-FIRE — one who is certain to produce successful results

Career Driver

Passionately championing equity in philanthropy by shifting power to community leaders, fueling economic justice, and building transformative partnerships—because real change happens when those doing the work lead the way.

Experience

May 2024–Present

CROP ORGANIZATION

President

Serving as the external-facing leader of CROP, responsible for fundraising, policy advocacy, and strategic partnerships to advance economic mobility and workforce equity for justice-impacted communities. Spearheading donor engagement, individual giving programs, corporate sponsorships, RFPs, and capital campaigns, ensuring sustainable funding and expansion of CROP's impact. Leading policy initiatives in collaboration with government entities, funders, and local officials to influence systemic change in reentry and employment practices. Driving national visibility through media engagements, keynote speaking, social media advocacy, and participation in panels, webinars, and leadership forums. Managing direct relationships with government agencies, funders, and policymakers, while overseeing strategic handoffs to employer partnerships, reentry providers, and housing developers.

August 2022 – Present

REWORK THE BAY | SFF

Equity at Work Councilmember

Advise on philanthropic strategy and grantmaking to ensure funding prioritizes leaders with lived experience and frontline community organizations. Guide programmatic strategy, grant approvals, and budget accountability, ensuring resources directly support workforce training, post-secondary education, worker organizing, small business development, and impact investing. Advocate for equity-driven funding practices that shift power to those most impacted, influencing philanthropy to center grassroots leadership and sustainable economic mobility.

November 2021 – May 2024

CROP ORGANIZATION

Executive Director

Led the execution of a \$27M workforce, economic mobility, and housing initiative for justice-involved individuals. Managed a team of directors, ensuring compliance with state grant requirements while driving impact for marginalized communities. Spearheaded fundraising, donor cultivation, and strategic partnerships with government agencies, foundations, and corporate sponsors. Positioned CROP as a leader in reentry and workforce development through program innovation and operational growth.

February 2018 – January 2022

IMPACT JUSTICE

Associate Director

Led the campaigning, design, and implementation of The Homecoming Project, a nationally recognized reentry housing model. Spearheaded program strategy, development, and expansion, securing and managing a \$3.5M budget while driving impact for justice-impacted individuals. Designed and executed policy advocacy efforts, mobilizing funders, government agencies, and community leaders to adopt innovative reentry solutions. Directed grant writing, donor engagement, and strategic partnerships, ensuring sustainable funding and scaling of the program. Oversaw team operations, application processes, and public engagement, positioning The Homecoming Project as a model for housing-first reentry support.

Education & Community Service

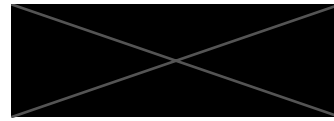
- ❖ 2023-2024 – Harvard Kennedy Executive Education Series
- ❖ 2020 – Board member of Bonafide
- ❖ 2019 – San Francisco State University: BA in Business Management
- ❖ 2016 – Options Recovery Services: Certified Drug & Alcohol Counselor
- ❖ 2016 – Coastline Community College: AA in General Business
- ❖ 2011 – Feather River College: AA in Social and Behavioral Sciences

Additional Information

- ❖ Languages: English & American Sign Language
- ❖ Special Skills: Proficient in Microsoft Office Suite (Word, Excel, PowerPoint), Google Workspace, WordPress, Adobe Suite, Asana, and Mavenlink. Experienced public speaker, policy advocate, and strategic communicator with expertise in movement-building and philanthropy.



Terah J . Lawyer



SURE-FIRE — one who is certain to produce successful results

Terah Lawyer is a movement builder, policy strategist, and philanthropic change agent dedicated to dismantling barriers and creating economic mobility for justice-impacted communities. As President of CROP – Creating Restorative Opportunities and Programs, she leads efforts to drive systems change, expand workforce innovation, and build strategic partnerships that connect returning citizens to real economic opportunities.

A formerly incarcerated leader who spent 15 years in prison, Terah turned her lived experience into a powerful force for reentry justice and economic transformation. She has designed and implemented innovative programs that provide pathways to housing, employment, and financial independence for people returning home. Her leadership in policy advocacy, workforce development, and reentry services ensures that returning citizens are recognized as talent, not risk. She serves on the Equity at Work Council at ReWork the Bay and the San Francisco Foundation, where she helps shape funding strategies that support frontline leaders and historically excluded communities.

Terah is committed to reshaping philanthropy to better serve those most impacted by systemic inequities. She was elected to Governor Gavin Newsom's Advisory Council, where she influences policy changes that improve reentry outcomes, and has secured major investments through private foundations, corporate partnerships, and public-sector collaboration. Her work has earned national recognition, including the Ivory Innovation Prize Award, the Housing Affordability Breakthrough Challenge, and the 2025 Transform Award Recipient for Inspirational Leader of the Year.

She also serves on the Board of Bonafide, a member of the Archdiocese Restorative Justice Leader Council, and the Leadership Cohort of the Kaleidoscope Foundation, further deepening her impact in criminal justice reform, philanthropy, and workforce equity.

A trusted voice on reentry, economic justice, and the future of work, Terah has been featured in The New York Times, NPR, The Atlantic, and CNN. She is a sought-after speaker, strategist, and thought leader, engaging in national panels, webinars, and convenings to challenge outdated systems and advocate for bold, equity-driven solutions.

Beyond her advocacy, Terah is a musician, storyteller, and community connector, using her creativity to build bridges and inspire action. She holds undergraduate degrees in business management and social & behavioral science from San Francisco State University.

At her core, Terah is a bridge-builder—mobilizing philanthropy, movement leaders, and policymakers to create a future where justice-impacted communities are not just included, but leading.