

Raymond Keen

Lake City, FL

Bachelor's degree in English Literature – not relevant to position

Does not meet minimum years of Senior Level Management Experience

Experience in Faith based education and church.

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Lake City, FL

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Submission information

Form: [Employment Application](#) [1]
Submitted by Visitor (not verified)
Wed, 12/13/2023 - 10:12pm
172.59.64.150

Today's Date Wed, 12/13/2023

Are you applying for a position within the Police Department? No

Which position are you applying for? City Manager

Are you over the age of 18? Yes

Are you eligible to work in the United States? Yes

Have you read the full job postings for the position in which you are applying? Yes

Are there any duties you are unable to perform? No

Are there any days or hours you are unable to work? No

Are you able to travel, if required? Yes

Expected Salary (annual): \$ 140000

Have you ever been employed by the City of Lake City or Lake City Police Department? No

Do you have any relatives currently employed by the City of Lake City or Lake City Police Department? No

Why are you interested in working for the City of Lake City? I want to help the City move forward and continue to flourish.

Applicant Information + Driver's History

Applicant Information

Full Name:

Raymond Keen

Social Security Number

Current Address

735 NW Noegel Rd

City, State Zipcode

Lake City, FL, 32055

Home phone number

3862884923

Cell phone number

Same as home

Email address

r.keen@hart2hartacademy.com

Driver's History

Can you operate a motor vehicle? Yes

Do you possess a valid Florida driver's license? Yes

Have you ever possessed a driver's license or CDL of any kind from any other state? No

Have you ever had your driver's license SUSPENDED or REVOKED? No

List all traffic citations and crashes in the last five (5) years: None

Criminal History

Criminal History

Have you ever been convicted of, or pled guilty, no contest, or nolo contendere to a crime?

No

Have you ever been a defendant in a civil action for intentional tort (e.g. assault, battery, intentional infliction of emotional distress), or an unlawful employment practice (e.g. sexual or racial harassment)? No

Have you ever been charged with a crime and either placed on court-ordered probation, had adjudication withheld, entered a pre-trial intervention program, or have any criminal charges pending now? No

If you answered YES to any of the above, please fully explain below:

Education

Education

Depending on the position sought, you may be required to provide a copy of your high school or college transcripts, degrees, and/or professional registration.

Do you currently have a high school diploma? Yes

High School Information

Name of School

Joy Explosion

City and State

Lake City Florida

Date Graduated

05/2004

College or Technical School 1

Name of School

University of Phoenix

City and State

Phoenix Arizona

Years attended

2009-2012

Major

English Literature

Degree obtained

Bachelors

College or Technical School 2

Name of School**City and State****Years attended****Major****Degree obtained****Certificates or additional training completed:**

Work History

Work History.

Please give the complete name and address of all employers, including military employment. Please describe the major duties performed. A resume may be attached as a supplement; however, you must complete all information requested on the application. Begin with your most recent employer and list all previous employers in chronological order. Include a minimum of 5 years of employment. Please contact HR if you need to add additional employers to your application.

Employer 1 (Current or most recent)

Name of Company

Hart 2 Hart Academy

Street Address

388 SW Birley Ave

City, State, Zip

Lake City FL 32024

Phone Number

3864661194

Dates Employed

2017

Supervisor's Name

N/A

Pay Rate

90k

Brief Description of Duties

Owner/ CFO Alongside my wife oversee the operations of Hart 2 Hart Academy and sit on the executive leadership board for the Christian Academy.

Reason for Leaving

N/A

Employer 2

Name of Company

See Resume

Street Address

City, State, Zip

Phone Number

Dates Employed

Supervisor's Name

Pay Rate

Brief Description of Duties

Reason for Leaving

Employer 3

Name of Company

Street Address

City, State, Zip

Phone Number

Dates Employed

Supervisor's Name

Pay Rate

Brief Description of Duties**Reason for Leaving****Neighborhood Survey**

Please list three (3) of your closest neighbors where you now reside, preferably ones on each side of you and behind you. If for some reason this is not practical, such as you live in a rural area or don't have close neighbors, list the nearest ones and list and explanation below.

Neighbor 1

Full Name**Nickname****Address****City, State Zip****Home Phone****Cell Phone****Occupation****Business Address****Business Phone**

Neighbor 2

Full Name**Nickname****Address****City, State Zip****Home Phone****Cell Phone****Occupation****Business Address****Business Phone**

Neighbor 3

Full Name**Nickname****Address**

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Additional Comments

Personal References

Reference 1

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Occupation

Business Phone

Reference 2

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Occupation

Business Address

Business Phone

Reference 3

Full Name

Nickname

Address

City, State Zip

Home Phone

Cell Phone

Business Address

Business Phone

Occupation

Veteran Information

Have you ever served in the Armed Forces?

No

FRS Information

Florida Retirement System (FRS) - Certification form

This form is not an offer of employment or an enrollment form. If hired, a Retirement Choice kit may be mailed to your home with enrollment instructions

Have you ever been a member of a State of Florida administered retirement plan?

No

Section I

I have never been a member of a State of Florida administered retirement plan

Signature (By typing your name here you are electronically signing this form.)

Raymond Keen

Documents

Document upload

Please upload any documents here. Documents must be submitted as either .rtf, .doc, .docx, or .pdf
Items noted with a * are required.

Resume

raymond keens resume word23.pdf [2]

High School Diploma

Driver's License

Birth Certificate

College Degrees/Transcripts

Other Certificates

DD214

EEO

EEO Self-Identification Form

Federal Laws and regulations require that the City incorporate a procedure for obtaining information necessary to conduct an applicant flow and selection analysis to determine the number of persons protected under those laws and whether or not the present selection system has an adverse effect on any protected group.

****Completion of this form is strictly voluntary****

Do you wish to self identify?

No

Record Check

Record Check Authorization

Please Read Carefully Before Signing.

1. I HEREBY AUTHORIZE that all the facts and information on this employment application are true and complete. I understand that any false, incomplete or misleading information given by me on this application is sufficient cause for rejection of this application. I also understand and agree that any such false, incomplete, or misleading information discovered on this application at any time after I am employed may result in my dismissal.
2. I HEREBY AUTHORIZE the City to investigate all statements contained in this application, to interview the references and previous employers listed in this application, and to obtain a report from a consumer reporting agency to be used for employment purposes in accordance with Fair Credit Reporting Act, to conduct a record check on my background to include but not be limited to the following: criminal and driving check, employment and performance record and educational records. I authorize the references, previous employers, and school or other education institution, credit bureau, lending institution, consumer reporting agency or public agency listed to give the City all the facts, opinions and evaluations concerning my previous employment and any other information they may have, personal or otherwise, and I HEREBY RELEASE and save harmless the addressee, its officers, agents, servants or employees from and against any and all liability, claims, demands, damages, expenses, fees, fines, penalties, suits, proceedings, actions and costs of actions, including attorney's fees of any kind and nature arising or growing out of or in any way connected with the disclosure of requested information.
3. If I am offered employment, I understand that such an offer will be conditioned upon satisfactory results of a background investigation and/or City medical examination or inquiry, including a drug screening test. If then employed, I understand that I will be required to serve a probationary period. I further understand that my employment and compensation can be terminated, with or without cause or notice, at any time, regardless of the successful completion of my probationary period, at the option of either the City or myself. I understand that no supervisor or other representative of the City

other than the City Manager has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing. I further authorize on going procurement of the above mentioned reports at any time during my employment.

By typing your name here you are electronically signing that you fully understand and voluntarily agree with the above items.

Raymond Keen

Today's Date

Wed, 12/13/2023

Certificate of Applicant

Certificate of Applicant

I hereby certify that all information given on this application is true and correct to the best of my knowledge and I understand that any false information given on this application shall constitute cause to withdraw the application from consideration for any position with the City of Lake City or termination of employment with the City of Lake City. Inquiry as to past employment of any on the job performance may be conducted and all past and current employers will be contacted. I release the City of Lake City and any past or current employers and other individuals contacted from any liability for release of information regarding my employment.

Applications of municipalities are considered public documents according to Florida Statutes and are open to public inspection upon request. Applications will remain active until position applied for is filled.

By typing your name here you are electronically signing this application:

Raymond Keen

Today's Date

Wed, 12/13/2023

Source URL:<https://www.lcfla.com/node/6533/submission/16800>

Links

[1] <https://www.lcfla.com/hr/webform/employment-application> [2]

https://www.lcfla.com/system/files/webform/raymond_keens_resume_word23.pdf



Raymond L. Keen
735 NW Noegel Rd
Lake City, FL 32055
386-288-4923
r.keen@hart2hartacademy.com

Experienced Leader

...dedicated to guiding people to succeed while inspiring an insatiable passion for people to strive for greatness.

Authentic leader, bridge builder and communicator coupled with 17 years' experience in leadership and management. 17+ years of networking, developing work place culture, and building organizations.

SUMMARY OF QUALIFICATIONS

- An **engaging, creative, and motivated mentor**, who believes that all people can learn and thrive in an environment that is stimulating, comforting and appropriate to their unique talents and abilities.
 - **Specializations include:** Management experience, organization creation and development, Co-owner/Vice President of successful company comprising of more than 30 employees
 - Utilize a **visionary approach with consistency** to help people past the threshold of *not-knowing* to *achieving and* developing to their fullest extent.
-

HIGHLIGHTED PROFESSIONAL EXPERIENCE

2017 - Current (My wife and I own Hart 2 Hart Academy)

Hart 2 Hart Academy/Hart 2 Hart Christian Academy, Lake City, FL

Board Member / CFO

Highlighted Achievements

- *Assisted in transitioning from an Early Learning Center to a K-12th*
- *Assisted in establishing a national accreditation status.*
- *Developed high school athletics and created funding for the program.*
- *Established a digital footprint and created a solid online presence for the school.*
- *Assisted in growth from initial intake of 30 - 175 students in less than 3 years.*
- *Management of 30+ Employees*
- *Assisted in all phases of the "Building 3" construction / expansion project.*
- *Strategizing for future development*

- Assisted through marketing and outreach the highest enrollment in school history to see highest enrollment in the 2023-2024 academic year.

Connect Church, Lake City, Fl

May 2015-2021

Founder/ Executive Leader

Highlighted Achievements

- Successfully created Connect Church
- Within 5 years purchased property and established a permanent location including a 5,000 square foot expansion project.
- Created and developed a leadership team to transition the work over too.
- Pioneered multiple locations and sent young leaders off to establish new works
- Responsible for creating digital footprint and marketing in community.
- Transitioned successful organization over to new leadership to pursue new endeavors

RIVER OF LIFE ASSEMBLY OF GOD, Alachua, Fl

May 2010 – 2015

Student Life Pastor

Highlighted Achievements

- Four years of proven student success. Developed youth ministry from ground up. Inspired students to reach maximum potential both in the church and in the community.
- Used innovative methods, technology, and materials to produce effective experiences that engaged the students to reach their absolute best potential.
- Provided leadership in our designated region by providing and equipping them with the training and resources needed to be successful.
- Consistently demonstrated superior performance, far surpassing job requirements. Implements new ideas and shares information with teammates. Regularly contributes to church planning and improvement of the organization.
- Increased parental involvement by consulting with parents regularly.

EDUCATION

Bachelor of English Literature

Committees / Boards Served On:

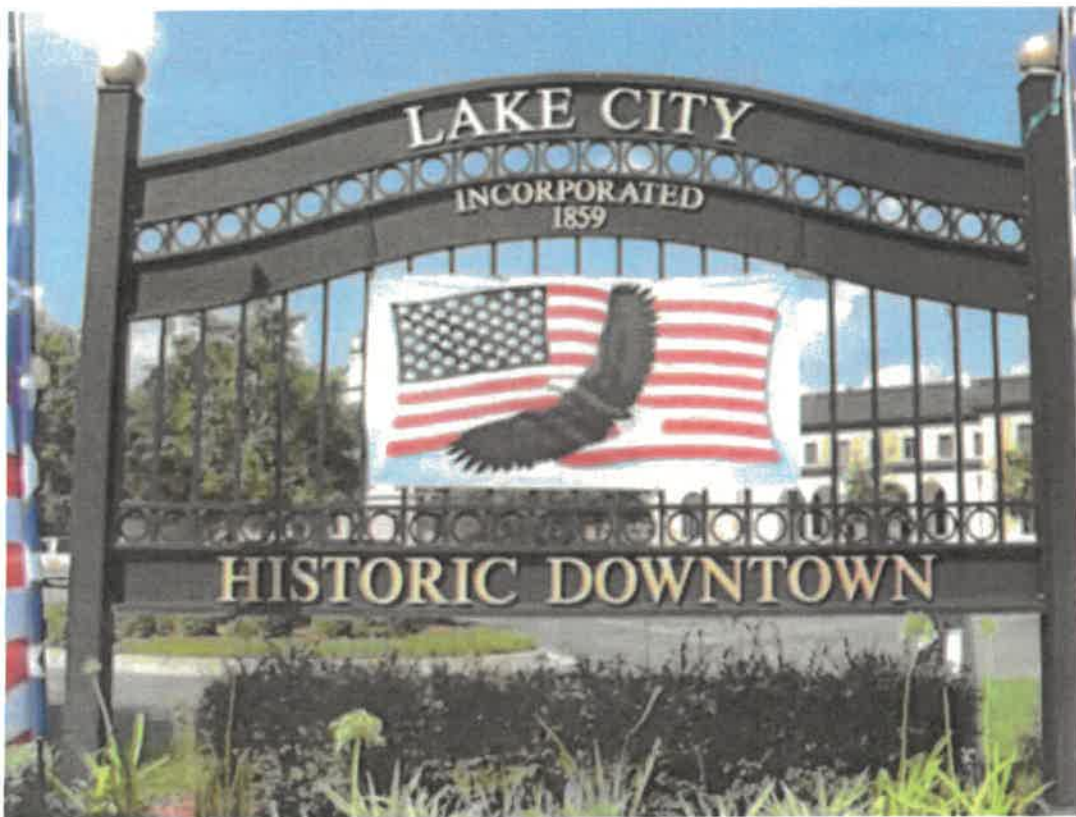
Salvation Army (President) Help bring to Columbia County
 Peninsula Florida Secretary for Section 3
 South Eastern Christian Conference (President)
 Hart 2 Hart Christian Academy School Board (CFO)

References:

Chris Coleman – Health Coordinator Columbia County School District – 386-365-1542
 Brandon Beil– Sunstop Stores 1-229-205-2554

City Manager Strategic Plan
Raymond L. Keen
September 22, 2023

City of Lake City Strategic Plan



Dear Council,

I submitted my resume because I feel that I can help make a difference. If you give me this opportunity you will have a person who is committed to seeing our vision for this community fulfilled. I believe that in just a short time we can accomplish significant goals that will propel this community forward and create new opportunities no one dreamed imaginable. I am an optimistic businessman who has developed many skills in my career and I know these skills

will transfer over into being the City Manager. I know biggest concern is my lack of City Manager experience. However, I believe my entrepreneurial experience and my passion to see our community succeed is more than enough to overcome my lack of City Manager experience. The purpose of this proposal is to give a general outline of what I believe are the most important goals for the city. If given the opportunity these are the key areas of focus I would want to accomplish. There are plenty more projects and ideas but these three I think have the potential to propel us forward rapidly.

Goal #1

Establish continuity in all areas of the municipal government.

“The best way to predict the future is to create it together.”

- Joe Echevarria

No goal is more important than to create a singularity in mission throughout the city. The police department, utility department, building and zoning, and all other department heads are extensions of the same body. Getting every department working in the same direction to achieve the same results will create continuity.

Until this goal is met I will require that we meet as a collective unit with every department head including the police chief. They will create the space to meet in their schedules weekly. This meeting will serve two purposes and will be a non-negotiable.

1. Grow as servant leaders and develop an understanding of how their departments fulfill the mission of our city.
2. Share their strategic plans and struggles so we can address and correct them as needed.

As the City Manager, I will make time to hear from our community. We work for them. I fully believe that 90% of all disagreements are resolved just by listening. If the constituents feel they have someone who can hear their concerns and translate those concerns to the council I believe that will help with our meetings, will resolve some of the issues with decorum, and will help us as a body move the city forward. I will set up strategic times where I can hear people in their neighborhoods. I will then work to remedy what I can and what I can't I will present to the council. I will serve diligently as a peacemaker when possible and try to resolve as much as I can so the Council can focus on growth.

Goal #2

Create a thriving downtown experience on Friday and Saturday Nights.

Creating a “Gateway Square” downtown we can increase revenue, create new jobs, and bring a robust economic boom downtown.

Bringing economic growth downtown is good for the city. Keeping shops open later, bringing in food vendors, and live music in the square will increase revenue. If not already completed, one of the first steps would be to complete the parking lot next to the old theater. In order to achieve the downtown night life envisioned the city will need more parking spaces.. I would work with the local business and the Chamber of Commerce to help create a downtown experience every Friday and Saturday evening that will draw people who will spend money. We have the benefit of a historic district we should utilize it.

I will work to secure grants that will help continue the rehabilitation of downtown. Further utilizing grants like the The Community Development Block Grant or the National Endowment for the Arts grants to bring theater downtown that would be comparable to the Hippodrome. Bringing art, culture, music, and dining consistently downtown will increase revenue.

The increase in revenue could be allocated to the expansion of East 90 to bring more industrial jobs to our community. Higher paying jobs, real estate developments, and keeping the east side of town instep with the economic growth south and west of our community is a critical step in ensure lasting economic prosperity. Through a multi-step strategy we will will create an economic snowball that betters the City's budget and creates job.

I have worked for many years in social fields that relate to the human condition. The one constant in the deterioration of a community is the lack of opportunity. Lake City will look vastly different 10 years from now. That is inevitable. However, we have the opportunity today to control how it is shaped. If we do nothing and continue on the same trajectory there will come a point where we will not have the resources or personnel to overcome the obstacles. We can get ahead of attrition and stop it now.

Goal #3

Partner with the College to be the face of bringing STEM education to City community centers.

We have an opportunity to enter in to a long-term successful partnership with the college. We can create a model of leadership that not only promotes education but works collaboratively with FGC to make it happen. Implementing STEM opportunities in our community centers where FGC students trade community service for tuition scholarship. We need positive role models in our communities helping. Our current issues are not going to be resolved by a one-step solution. We need a strategy of solutions working together to ensure no more children die from gun violence in our community.

We can work in collaboration with the college. There are many expansion opportunities for the city through the realm of education. FGC is expanding rapidly. Dr. Larry Barrett and his staff is expanding the college rapidly. They are becoming a sports college as well as a more established four year institution. There is potential revenue available that City can maximize before the county does. Whether it is city or the county there will come a point where the college will assist with economic growth for our community. Our collaboration with them and our pursuit to bring more jobs to this area could be a highly successful partnership that would create jobs and opportunities. We can be the developer of tomorrows leaders and keep them in our community working quality jobs that give back to our city.