

FREDERIC COURTOIS

LMSW | LCDC | MSHA

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EXECUTIVE SUMMARY

Visionary leader and social entrepreneur with 20+ years transforming public health systems through culturally-responsive program development and community engagement. Founded San Antonio Nexus Connection in 2019, scaling it to secure substantial municipal and county contracts while pioneering dignity-centered approaches to substance use and HIV services. Expert in building sustainable organizations that bridge marginalized communities with institutional resources. Trilingual professional (French/Spanish/English) with proven ability to navigate complex funding landscapes, develop innovative evaluation frameworks, and create lasting systemic change across healthcare, social services, and policy sectors.

PROFESSIONAL EXPERIENCE

Lecturer

University of Texas at San Antonio, School of Social Work / January 2025 – Present

- Teaching transformational leadership and substance use courses
- Integrating real-world experience in HIV/SUD prevention and cross-cultural service delivery into academic curriculum

Guest Lecturer

Askoria School of Social Work, Rennes, France / November 2024 - Ongoing

- Deliver specialized lectures on cultural competence and humility
- Provide international perspectives bridging American and French social work approaches

Associate Director of Community Engagement

The University of Texas at Austin / August 2022 – October 2024

- Develop SAMHSA-focused federal grant proposals for community-engaged research
- Architect comprehensive community engagement vision for Addiction Research Institute
- Oversee marketing strategies, publications, and staff development for community engagement activities

Executive Director & Founder

San Antonio Nexus Connection (SANC) / September 2019 – Present

- Founded and lead 501(c)(3) nonprofit specializing in substance use disorder outreach
- Secured major contracts with City of San Antonio (\$100,000) and Bexar County (\$489,000)
- Direct comprehensive SUD outreach guidelines development and Paso a Paso Syringe Service Program evaluation

Program Director

Center for Health Care Services / July 2014 – June 2022

- Directed comprehensive HIV and SUD programs including OSAR, CCC, PPI, and SA Job Development programs
- Developed innovative policies and online outreach strategies with national experts
- Transformed traditional public health approaches by operationalizing sexual health principles

Ryan White Planning Council Fiscal Monitoring and Reallocation Committee Chair

San Antonio Transitional Grant Area / 2015 – 2021

- Monitored HIV/AIDS service priorities and expenditures, recommended fund reallocations
- Provided guidance on service purchases for RFP development, ensuring Ryan White Act compliance

Prevention Programs Director

AIDS Services of Austin / August 2012 – October 2013

- Supervised nine prevention programs with SAMHSA, CDC, DSHS, and Travis County funding
- Coordinated HIV testing, VOICES group interventions, Mpowerment community programs

Facility Manager

Sauvegarde Mayenne Sarthe, France / February 2011 – March 2012

- Managed clinical and administrative operations for alternative-to-incarceration facility serving youth ages 14-18

Earlier Career

Assistant Administrator, VIDA Home Health Inc. (2004–2010) | **HIV Services Director**, South Texas Council on Alcohol and Drug Abuse (2002–2004) | **French Instructor & Cultural Liaison**, Monterrey, Mexico (1991–1994)

EDUCATION & LICENSURE

Master of Social Work | The University of Texas at San Antonio | Concentration: Cultural Competence

Master of Science, Healthcare Administration | Capella University

Bachelor of Arts, Spanish | Eastern New Mexico University

Licenses: Licensed Master Social Worker (LMSW) | Licensed Chemical Dependency Counselor (LCDC)

CORE COMPETENCIES

Organizational Leadership

Nonprofit founding and development • Cross-sector team building • Federal, state, and local bureaucracy navigation • Psychological safety creation for staff

Grant Management & Development

Multi-funder project coordination • SAMHSA, CDC, DSHS proposal development • Evaluation framework design • Strategic partnership development

Cross-Cultural Expertise

Trilingual (English, French, Spanish) • Evidence-based practice adaptation • Cultural bridge-building across French, Mexican, and American systems

Specialized Skills

Community-based participatory research (CBPR) • Trauma-informed care • HIV/SUD prevention program design • Policy analysis • Budget design and fiscal oversight

LANGUAGES

French: Native/Bilingual | **Spanish:** Native/Bilingual | **English:** Professional Working Proficiency

PUBLICATIONS

Courtois, F. (Co-author). "We do it ourselves": Strengths and opportunities for improving the practice of harm reduction. *Harm Reduction Journal*, 2023.

Echoes of the Invisible (Autofiction, U.S. Copyright Registration)

CONFERENCES

Courtois, F., Chambers, C., Samora, J., & Claborn, K. (2024). Developing an international collaborative framework to support full integration for harm reduction services along the continuum of care for overdose. E-Poster presented at *Fast-Track Cities 2024*, Paris, France.

Claborn, K., & Courtois, F. (2022). Building a digital platform to data-driven outreach for harm reduction organizations. Poster presented at *Fast-Track Cities 2022*, Sevilla, Spain. (Poster ID: 1383)

Courtois, F. (2019). Improving sexual health conversations between caring adults and youth (UNIFY Study). Presented at *National Sexual Health Conference*, Chicago, IL.

Courtois, F. (2019). Sexual health conversations in HIV testing: A sustainable practice to prepare for PrEP. Presented at *World Association for Sexual Health Congress*, Mexico City, Mexico.

Courtois, F. (2019). Consenting partners: A new model of sexual health. Presented at *Fast-Track Cities 2019*, London, United Kingdom.