



CSS Quarterly Newsletter

Celebrating Growth, Connection & Impact Across Q3



Q3
2026

Intern Program

The CSS Summer Internship Program



Since launching in 2023, our Internship Program has continued to grow, and this summer marked our largest cohort yet. We welcomed five interns, including four college students and one high school student, for a summer of learning, collaboration, and professional growth.

This year's hybrid format gave our interns opportunities to connect both virtually and through weekly meetups in Downtown Jacksonville. From collaborating on projects to starting mornings with games and team activities, the cohort built genuine connections and brought an incredible sense of energy and teamwork to the summer.

Meet Our 2026 Intern Cohort



Cordaia Clark - Marketing & Communications

Cordaia, a student at Florida Agricultural and Mechanical University (FAMU), gained hands-on experience with [Acuity Design Group](#) through [CSS's P3 Model](#), contributing to research, strategic planning, marketing, community engagement, and key projects in Kinston, NC and Jacksonville.



Aneesa Haruna - Social Media Marketing

Aneesa, a student at Sandalwood High School connected to CSS through the [AnnieRuth Foundation](#), Aneesa gained hands-on marketing experience while bringing a fresh perspective to projects across multiple brands.



Brice Washington - Economic Strategy

Brice, a student at Florida Agricultural and Mechanical University (FAMU), combined economic thinking, strategy, and innovation throughout his internship with CSS, contributing to AI automations, industry research, and practical solutions.



Dylan Johnson - Technical Writing

Dylan, a student at Florida Agricultural and Mechanical University (FAMU), helped turn ideas into clear, strategic communication throughout his internship with CSS, contributing to the Q2 Newsletter and developing CSS Style Guides to support consistent, intentional communication.



My'Kaylah Alston-Keeley - Business Development

My'Kaylah, a student at Bethune-Cookman University, brought curiosity and a strong business mindset to projects spanning proposal development, AI solutions, procurement research, business strategy, and the development of our [Assess Your Business Tool](#).



**Connect With
the Interns!**



Speaker Series

This summer, we introduced our Speaker Series, welcoming leaders from diverse backgrounds to share career insights and practical advice with our interns as they prepare for what's ahead.

- **Nicole Shemwell**
 - CEO of Advanced Hair Care & Wellness Spa
- **Tony Mitchell**
 - Founder of Color Coded Foundation
- **Johnathan Medlock**
 - Founder of Sincerely, Love & Former Mayor
- **Carma Young**
 - Financial Professional & Credit Educator
- **Keitha Nelson**
 - Award-Winning Journalist & News Anchor
- **Mary Smith**
 - Blueprint4Intelligence Founder & CEO
- **Karel Danzie**
 - Account Executive at Station Four



Intern Breakfast

Our 2026 Intern Breakfast was a special opportunity to celebrate the growth and accomplishments of our interns while bringing together the people who supported them throughout the summer. Each intern took the spotlight to share their goals, completed projects, key takeaways, and the impact of their work.

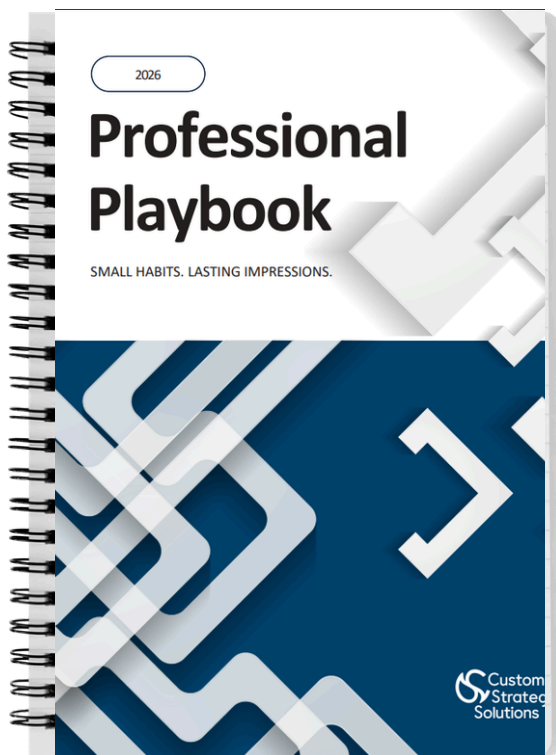
A special thank you to **Dreams 2 Reality** for capturing the morning, **The Jessie and Jordan Brawer** for hosting and event support, **Ywana Allen** for thoughtfully planning the celebration, and **Chef V and her catering team** for providing a delicious breakfast.

We are grateful to everyone who helped make this celebration and our interns' summer experience so memorable!

Building Your Professional Presence

Professionalism is built in the everyday moments. From how you communicate and present yourself to how you navigate meetings and workplace interactions, the small details can shape how you are perceived and the impression you leave.

Our Professional Playbook was created to provide practical guidance for professionals at every stage of their journey. Inside, you'll find tips and tools to help you communicate with confidence, strengthen your skills, build your professional presence, and approach the workplace with greater intention.



What's Inside

- ◆ Greetings & Presence
- ◆ Professional Interaction
- ◆ Meetings
- ◆ Dining
- ◆ Communication
- ◆ Attire
- ◆ Public Speaking

[Download the Playbook Here!](#)



Building Resilient Organizations Through Proactive Risk and Compliance

Unexpected disruptions, changing regulations, and operational risks can challenge even the most prepared organizations. Building resilience means preparing before those challenges arise through strong continuity planning, clear compliance processes, and proactive risk management.

A strong business continuity plan helps protect essential operations when disruptions occur. Organizations should identify critical functions, establish clear responsibilities, and regularly review and test their plans. [FEMA's continuity guidance](#) reinforces the importance of identifying essential functions and the resources and people needed to maintain them.

Compliance should also be an ongoing priority rather than something addressed only when an audit approaches. Understanding applicable requirements, maintaining thorough documentation, reviewing policies, and identifying potential gaps can help organizations remain prepared as regulations and business needs evolve.

By connecting business continuity, compliance, policy management, and risk mitigation, organizations can identify vulnerabilities earlier and build a stronger foundation for long-term resilience. At CSS, we help organizations develop practical strategies to manage risk, strengthen compliance, and prepare for what comes next. [Connect with CSS to learn more.](#)

Sources cited: Federal Emergency Management Agency (FEMA), Continuity Guidance Circular; National Institute of Standards and Technology (NIST), Risk Management Framework for Information Systems and Organizations; U.S. Small Business Administration (SBA), Prepare for Emergencies.

Connecting Through Community & Leadership



The Galaxy Fest 2026

CSS was proud to sponsor Sciencesis Galaxy Fest, an event dedicated to exposing youth to the possibilities within STEM. The incredible turnout brought together students, families, organizations, and community members for a day centered on exploration and discovery.

Creating opportunities for young people to experience STEM early can help spark curiosity and introduce them to new interests and possibilities. It was exciting to see that curiosity firsthand as youth engaged with the experiences around them. Supporting initiatives like Galaxy Fest reflects the importance of investing in the next generation and creating spaces where young people can learn, explore, and imagine their futures.

We are grateful to Sciencesis for bringing this experience to our community and are already looking forward to next year!



Business On The Bay

CSS President Monique Thompson joined leaders at the She Is Fierce! Business on the Bay Retreat for a day of professional growth, meaningful conversations and workshops.

Monique had the opportunity to speak about building sustainable success rooted in purpose, not burnout, encouraging attendees to consider how purpose can shape their goals and growth. Throughout the day, speakers and workshops explored topics ranging from leadership, confidence, and wellness to sales strategy, AI, and professional development.

The retreat also provided an opportunity to learn from other leaders, reconnect with familiar faces, and build new relationships. We are grateful to She Is Fierce! for creating a space where women can share, learn from one another, and continue growing personally and professionally.

Using Technology and Systems Thinking to Build Smarter Organizations

Technology is changing how organizations manage people, processes, data, and day-to-day operations. But adopting new technology alone does not create transformation. The greatest value comes from understanding how people, processes, and tools work together to support organizational goals.

Systems thinking helps organizations look beyond surface-level challenges to understand how different parts of the organization are connected. This perspective is especially valuable when implementing technology. From HRIS platforms that centralize workforce data and automate routine tasks to connected technologies that support monitoring and compliance, the right tools can help create more efficient processes.

AI is also creating opportunities across auditing, compliance, and operations by supporting data analysis, monitoring, and risk identification. However, responsible implementation matters. [NIST's Artificial Intelligence Risk Management Framework](#) and the [U.S. Government Accountability Office's AI Accountability Framework](#) emphasize areas such as governance, risk management, data, performance, and ongoing monitoring when organizations adopt AI.

Technology-driven change still depends on people. Clear communication, employee engagement, training, and ongoing support can help organizations successfully adopt new systems. Ultimately, the strongest solutions connect people, processes, technology, and strategy to create meaningful and sustainable improvements.

Ready to explore how technology can support your organization? [Connect with CSS to learn more.](#)

Sources: National Institute of Standards and Technology (NIST), [Artificial Intelligence Risk Management Framework](#); U.S. Government Accountability Office (GAO), [Artificial Intelligence: An Accountability Framework for Federal Agencies and Other Entities](#); National Institute of Standards and Technology (NIST), [AI Risk Management Framework Playbook](#).

Updates, Reflections & What's Ahead



Building Stronger Boards

As we begin a new project in Mississippi with JMAA, we were pleased to facilitate a Board Training designed to strengthen alignment, collaboration, and effective governance. It was great to see everyone come together, engage in meaningful conversations, and build a stronger foundation for the work ahead. CSS offers customized board training and facilitation to help organizations strengthen leadership, governance, and team effectiveness.



Honoring September 11th

As we remember September 11th, we honor the lives lost, the families forever impacted, and the courage of those who responded and served. With aviation being one of the industries we proudly support, we recognize the lasting significance of this day and join communities across the nation in remembrance.



Expanding Into Utilities

CSS is expanding our industry expertise into the utilities sector! We are excited to bring our strategic, operational, technology, compliance, and advisory capabilities to organizations supporting essential infrastructure and the communities they serve. This expansion represents another step in our continued growth and our commitment to helping organizations navigate complex challenges and build for the future. [Learn More Here!](#)



Let's Stay Connected

Follow us on social media and visit our website for the latest updates, insights, and resources. Stay connected with CSS and keep up with everything we're building.



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