

Jessie Ball duPont Fund | Jacksonville, Florida

A national private foundation with assets over \$350 million and an average annual distribution of \$12-\$16 million.

Director of Impact Investing

January 2020 - Present

- Led the process to create a \$50 million carve-out of the endowment for high-impact investments, including complete in-house management of a pool of program-related investments (PRI). In all, the Fund has \$130 million intentionally invested in funds/projects expected to yield equitable social and environmental impacts (about 1/3 of the portfolio).
- Co-managed relationships with the two investment advisor firms managing \$350 million in assets (corpus and carve-out), including oversight of the Investment Policy Statement.
- Increased the amount of the Fund's financial assets invested in racial/ethnic/gender diverse fund managers across the portfolio. About 60% of assets in the carve-out is invested in women- and person of color-owned or led managers.
- Designed a robust system for monitoring PRI lending and tracking outcomes, including:
 - Building or rehabilitating 575 affordable housing units;
 - Financing about 300,000 sq. feet of commercial real estate, including the Jessie Ball duPont Center in downtown Jacksonville;
 - Lending to over 15 diverse small businesses;
 - Generating over 7 million kWh of renewable energy; and
 - Closing over 1,000 consumer and home loans in majority low-income areas.
- Conducted two investment advisor searches and selections.
- Designed, launched, and managed a co-invested microfinance fund that prioritizes equitable lending to women and entrepreneurs-of-color borrowers in Northeast Florida.
- Founded and convened the Northeast Florida Impact Investing Exchange—a regional cohort of impact investors.
- Facilitated a \$1 million investment as a founding member of the national Community Investment Guarantee Pool.
- Positioned the Fund as a thought leader and resource in Impact Investing locally and nationally, presenting at Mission Investors Exchange, Council on Foundations, Philanthropy Southeast, Northern Trust Bank, Virginia Funders Network, and Philanthropy Delaware, among others.
- Currently spearheading the creation of a \$40 million affordable housing fund with the City of Jacksonville; the public/private partnership was selected as the highest priority at the City's 2022 Affordable Housing Summit.

Senior Program Officer

January 2013 - Present

- Directed a portfolio of 90 grantees located throughout northeastern United States, emphasizing capacity building, equity and inclusion, placemaking, and promoting civil society.
- Expanded and managed the Impact Investing portfolio (prior to assuming the inaugural role of Director of Impact Investing).
- Coordinated with program directors and led the grant evaluation and learning process.
- Served as staff expert on affordable housing finance with training from National Development Council in Affordable Housing Finance.

Foundation for the Mid South | Jackson, Mississippi

A regional foundation with the mission to facilitate regional collaboration and promote racial and social equity in Arkansas, Louisiana, and Mississippi.

Director of Communications

July 2003 - December 2012

- Authored, designed, and published numerous research, program, and annual reports as well as managed media outreach and public relations.
- Refreshed the foundation's institutional brand identity and raised greater public awareness and understanding of the organization in the region, embedding racial and social equity across the spectrum of the organization's outreach and messaging.
- Awarded eight Wilmer Shields Rich Awards Program *Awards for Excellence in Communications* by the Council on Foundations for website and publications.
- Served as a member of the executive leadership team with the President and Board Members on the Ford Foundation's Rural Development Philanthropy Endowment Initiative, resulting in a multi-million-dollar endowment grant and international and domestic study of equity and community philanthropy best practices.
- Led special projects and initiatives, such as designing and executing annual financial campaigns; case statements for foundation and corporate donors that resulted in a \$750,000 W.K. Kellogg Foundation grant to launch a regional initiative focusing on males of color; an expatriate's initiative in Chicago, Illinois; and a virtual "Do-Gooders" campaign that attracted over 1 million online votes.

Cro'Ative Communications | Jackson, Mississippi

A consulting and freelance marketing and communications practice focused on serving nonprofit organizations and small businesses.

Principal

January 2005 - June 2008

Developed strategic communications plans; authored and designed reports, materials, and fundraising campaigns; designed and coded websites; and managed media outreach and public relations. Clients included non-profit and for-profit organizations, including the Office of Parents for Public Schools, Inc.

MusiQuarium, LLC | Jackson, Mississippi

A boutique locally-owned recorded music retail store and craft beer lounge that became a popular and diverse destination for jazz and blues music and local and regional artists.

Co-Founder

October 1999 - May 2003

- Co-founded, crowd-financed, and managed an upscale music retail business and listening lounge.
- Hired, trained, and managed a staff of 20 employees.
- Co-founded the Hep-Tone Fidelity record label and signed and promoted seven recording artists.

Be Bop Record Shop, Inc.

Manager in Jackson, Mississippi (August 1994-September 1999)

Manager in Starkville, Mississippi (January 1991-July 1994)

Assistant Manager in Biloxi, Mississippi (August 1987-July 1988)

Education

Mississippi State University, Starkville, Mississippi

B.S., Management Information Systems (1994)

Other Experience

Service and Honors

- Chair of the Board of Directors for Philanthropy Delaware
- Guarantee Advisory Committee for the national Community Investment Guarantee Pool
- Affordable Housing Task Force for United Way of Northeast Florida
- Managing Member for the JAX Microfinance Fund
- Founder, Northeast Florida Impact Investing Exchange
- Board of Directors for Orange Park Chorale
- Chair of the Board of Directors for Broadmeadow Neighborhood Association
- Grantmakers for Effective Organizations Change Leaders in Philanthropy Fellow
- Council on Foundations' Career Pathways leadership development program
- Southeastern Council of Foundations Hull Fellow
- Mississippi State University Drum Captain
- Section Leader, McDonalds All-American Band

Publications

- *Impact Investing: Go Bigger and Go Home!* (Jessie Ball duPont Fund)
- *Impact Investing and Intentionality* (Mission Investors Exchange)
- *Black Male: Why the Mid South Cannot Afford to Ignore the Disparities Facing its Black Men and Boys* (Wilmer Shields Award winner–Foundation for the Mid South)
- *More Than Words Part 1: Moving Beyond the Status Quo* (Foundation for the Mid South)
- *Hurricane Katrina: Looking Ahead* (Foundation for the Mid South)
- *The Bridge: Hurricanes Katrina and Rita One-Year Anniversaries* (Wilmer Shields Award winner–Foundation for the Mid South)
- *Creating Healthy, Vibrant Communities: Improving Lives through Community Development* (Foundation for the Mid South)

- *Right Brained: A Southern White-Boy's Introspection on Racial and Social Equity* (Self-published)
- "Breaking the Wall Between Direct Services and Advocacy" (National Committee for Responsive Philanthropy's Quarterly Journal Fall 2011)