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## PROFESSIONAL EXPERIENCE

THE COMMUNITY FOUNDATION FOR NORTHEAST FLORIDA (Jacksonville, FL) 2023 – Present  
President and Chief Executive Officer

Third president of The Community Foundation for Northeast Florida, Florida's oldest and largest community foundation. In this role, he oversees an experienced 30-person staff, which manages \$667 million in assets and distributed more than \$75 million in grants in 2023.

THE COMMUNITY FOUNDATION OF GREATER FLINT (Flint, MI) 2014 – 2023  
President and Chief Executive Officer

Fifth leader and first CEO for this top 100 community foundation, established in 1988, with peak assets of \$300 million, three supporting organizations and five geographic affiliate funds. Manages 23 professional staff and provides guidance and support to 26 foundation trustees. Designs strategy and operations for grantmaking across over 750 unique funds, multiple program areas and guides strategic planning and evaluation. Serves as a respected and accessible representative for the foundation, building awareness and goodwill while forging successful funding partnerships with government and regional philanthropies. Supports the Foundation's Audit and Finance, Investment and Governance Committees, working directly with investment managers to ensure exceptional financial management and prudent decision-making. Responsible for guiding the Foundation's work and development during the Flint water crisis, a period of unprecedented visibility, growth and strategic refinement. In 2020, oversaw investments in 280+ organizations working on access to healthy food and nutrition, social determinants of health, neighborhood and economic development, early learning, arts, culture, women and girls issues, youth empowerment and other programs areas focused on advancing a just and equitable community. Under my leadership in 2021, CFGF made over 1000 grants and awarded 134 scholarships, for over \$15M in total grantmaking, while engaging 261 volunteers and bringing \$15.2M in contributions.

- **Operational Leadership:** Directs the overall program and administrative activities of the Community Foundation, developing and maintaining the Foundation's \$2.7 million operating budget and effectively deploying its' 22 dedicated staff members
- Recruits and trains staff in the best practices of grantsmanship, accessibility and transparency. Fosters an environment of ongoing professional development through training, leadership opportunities and fellowships such as the Council on Foundations, Council of Michigan Foundations, CF Leads Executive leadership Institute, Association of Black Foundation Executives, Michigan Forum for African Americans in Philanthropy and EPIP.
- Provides guidance for the development, implementation, and regular review of policies, programs, and procedures to assure growth of the Foundation, its responsiveness to current community needs, concern with donor expressed wishes, and adherence to National Standards of U.S. Community Foundations and state and federal legal requirements.
- **Leadership Development:** Recruited new senior leadership and built a staff team including refined development function, communications and finance/operations, catalyzing a culture of participation, cross-team collaboration and results. Oversees the development and administration of personnel policies and procedures, including employee benefit programs, performance assessments, and compensation programs.
- **Community Engagement and Public Awareness:** Serves as a respected, dynamic and compelling representative, increasing awareness of, inspiring interest in and passion for CFGF at public events, and with donors, media, and peer organizations serving as liaison with local groups and agencies that comprise the Foundation's various constituencies, and with state and national organizations when appropriate.

- **Planning and Management:** Catalyzed a process to strengthen grantmaking policies and practices, to streamline program offerings and to invest in operational infrastructure. The documents created formed the first procedures manual for the Foundation's grant making as we work to improve the efficiency and quality of our community investments.
- **Marshalling Resources:** Catalyzed business, government and regional collaboration on major Foundation initiatives including: a series of city-wide public/private efforts to recover from the Flint water Crisis that included the establishment of 26 unique funds funded by over 20,000 individual donors contributing over \$46 million in gifts and grants.
- **Shaping Public Policy:** Formed a supporting organization, Flint Kids Learn, which owns a new state of the art early childhood facility on the campus of Durant Tuuri Mott School – Educare Flint. We opened the doors of this 36,000-square-foot, \$16 million demonstration school to provide the best quality early childhood education in the country. Educare Flint serves 218 children from birth to 5 years old and leads the Flint Early Childhood Collaborative to insure we expand access to high-quality early childhood education for all 10,000 Flint children before they start school.
- **Working Across Sectors:** Initiated a collaboration between public schools, local universities, local government, philanthropy and business to increase literacy rates in Genesee County; and build strategic partnerships with government, educators and business to center equity and eliminate the hierarchy of human value in our systems focused on increasing literacy, K-12 quality learning experiences, college readiness, post-secondary access, retention and completion.
- **Planning and Management:** Engages the CFGF board in regular strategy review and periodic community needs assessments to align the foundations priorities with evolving needs, economic conditions and capacities of the region/its residents. Led the board through a strategic planning process in 2019/2020 to clarify value proposition, goals and desired outcomes.
- **Centering Racial Equity:** Established and leads a regional, 26-member, multi-sector Taskforce on Racial Inequities in response to the COVID-19 pandemic and its disproportionate impact on African Americans and Latinos. The group of government, business, grassroots organizing, health, faith and philanthropic institutions is committed to bringing awareness, analysis and action to the root causes of inequities in order to ensure racial equity within and across organizations and systems to reduce disparities during and following the COVID-19 pandemic. The taskforce is committed to support individuals and organizations to develop and implement processes to challenge existing patterns of institutional power, jettison the hierarchy of human value, and to promote equity.

Vice President of Community Impact

Jun 2014 – Mar 2017

- **Planning and Management:** Managed the foundation's grant-making team to ensure its efforts align with the organization's mission and vision as well as the Board of Trustees' Community Leadership priorities.
- **Community Engagement and Public Awareness:** Enhanced and facilitated the organization's outreach and partnership with key community stakeholders and organizations. Helped implement a model network in 2014 that galvanized the community behind improving literacy rates.
- **Programming:** Directed the foundation's grant-making and programming activities by facilitating the strategic distribution of more than \$3.5 million in water crisis response grants and more than \$8 million dollars overall in 2016. This includes day-to-day operational management of the Community Foundation of Greater Flint's Child Health and Development Fund, known as FlintKids.org.
- **Development:** Served as a leading voice representing the Community Foundation of Greater Flint and raising the organization's profile with key stakeholders by participating in local, state and national discussions that highlight the Foundation's efforts, philosophy and achievements. Actively worked with external funders to increase resources for revitalizing Flint Neighborhoods to support issues and initiatives identified by residents. The Flint Neighborhoods grantmaking budget quadrupled in 2016 to more than \$400,000.

CENTRAL MICHIGAN UNIVERSITY (Mount Pleasant, MI)  
Chairman, Board of Trustees

Apr 2019 – Dec 2024

Chair of Student and Academic Affairs Committee  
Chair of Trustee-Faculty Liaison Committee

Jan 2021 – Present  
Jan 2020 – Present

- **Governing Leadership:** Charged with oversight and responsibility of the University, established in 1892, serving more than 19,000 students on campus and over 9,000 enrolled online at more than 30 locations across North America. CMU has a \$428 million operating budget and the board governs the business affairs of the university. Important duties include appointing and evaluating the university president, clarifying the institution's mission, approving long-range plans, assessing the educational programs, ensuring financial solvency, preserving institutional independence, maintaining the relationship between the university and the public it serves, and protecting and preserving the assets of the institution.
- **Operational Leadership:** In addition, the board retains ultimate responsibility for academic matters and reserves authority over such areas as the mission and goals of the institution; admissions and retention policies; policies governing intercollegiate programs; faculty promotions, sabbatical leaves and tenure; establishing fees; accepting gifts; naming facilities; and a number of other areas.

FLINT BOARD OF EDUCATION (Flint, MI)

Mar 2011 – Dec 2016

Board President

Jan 2014 – Dec 2015

Chair of Governance Committee

Jan 2013 – Dec 2013

- **Operational Leadership:** Charged with oversight and responsibility of the school district serving 5,500 students with a \$90 million budget. Duties included hiring and firing of all staff, negotiating and approving contracts, managing community relationships, and developing partnerships to further the mission of the school district.
- **Long-term Planning:** Assessed leadership shortcomings and developed plan to bring in new, effective operational leadership. Worked with administrators, unions and state government to develop and implement a plan to eliminate the district's pre-existing \$20 million deficit.
- **Team Building:** Established a new culture among board members by facilitating the planning of and funding for board development sessions that resulted in the first set of board and superintendent goals in 10 years.
- **Resource Development:** Developed innovative partnerships to create a wave of community investment in Flint schools, including a rebirth of the Community Education Initiative, and more than \$35 million in external foundation investments since 2013.

HURLEY MEDICAL CENTER (Flint, MI)

May 2012 – Feb 2016

Board of Managers

Chair of Finance and Facilities Committee, Chair of Audit Committee

Jan 2013 – Jan 2016

- **Oversight:** Supported staff development of \$370 million operating budget for community's only Level I Trauma Center and worked with auditors to ensure best budgeting practices were implemented.
- **Fiscal Management:** Led the Finance and Facilities Committee to help create a positive operating margin for the hospital, increasing the operating margin from -1.7 percent to 0.6 percent in 2014 and up again in 2015 to 6.1 percent.

MOTT COMMUNITY COLLEGE (Flint, MI)

May 2004 – May 2014

Associate Administrator of Workforce, Community and Grant Development programs

- **Management:** Provided planning, processing, and strategic program oversight. Part of a team that managed 57 employees, with 11 direct reports, to oversee the division's program management, budget development and implementation, and community outreach.
- **Leadership:** Served as a respected and accessible representative for Mott Community College forging successful partnerships with governmental and philanthropic organizations. Ensured continued funding for 14 grant programs with a collective annual budget of \$1.3 million to provide service for more than 1,000 clients.

## **LEADERSHIP AND COMMUNITY ENGAGEMENT | LOCAL LEADERSHIP**

- **Board service:** Uptown Redevelopment Corporation Board Member, Huntington National Bank Mid-Michigan Advisory Board Member, Flint Cultural Center Corporation Board Member, Flint and Genesee Chamber of Commerce Strategic Board Member, Greater Flint Educational Consortium Board Member, Downtown Placemaking Committee, Flint Promise Advisory Committee, University of Michigan-Flint Community Advisory

Council Member, Flint Early Childhood Collaborative Advisory Committee Member, Michigan Department of Education Equitable Education Exploratory Core Team, Michigan School Finance Research Collaborative, Flint and Genesee County Literacy Network Steering Committee Member and Next Michigan Development Corp Steering Committee Member and Greater Flint Taskforce on Racial Inequities Chair.

## **EDUCATION**

Bachelor of Arts (B.A) in Graphic Design  
Central Michigan University, Mount Pleasant, MI  
Degree conferred 2007

Aug. 1999 – Dec.2003

## **LEADERSHIP DEVELOPMENT**

- Member of the Aspen Global Leadership Network, Fellow of the inaugural class of the Civil Society Fellowship, A Partnership of ADL, and The Aspen Institute.
- CFLeads 2016 Executive Leadership Institute, one of 12 community foundation vice presidents nationwide selected to participate.
- CFLeads 2020 Executive Leadership Institute, one of 6 community foundation presidents nationwide selected to participate.
- Purdue Center for Regional Development in collaboration with Michigan State University Extension Office. Certificate in Strategic Doing.
- Council of Michigan Foundations in partnership with the Dorothy A. Johnson Center for Philanthropy. Certificate of Completion - JCP Grant Making Series.
- Council of Michigan Foundations, Community Foundation Boot Camp.
- Facilitative Leadership, Maximizing Collaborative Action Training.

## **SELECT ACTIVITIES, AFFILIATIONS, AWARDS AND HONORS**

- Member, Alpha Phi Alpha Fraternity Inc., Epsilon Upsilon Lambda Chapter, (2001 - present) President; (2010 - 2013)
- Plenary Presenter, Aspen Forum for Community Solutions, Towards a More Resilient Place Convening (Aspen, CO), (2017)  
"Community Power Building as Community Resilience."
- Campaign Chair, Association of Black Foundation Executives (ABFE), 50<sup>th</sup> Anniversary \$30MM Campaign (2021-Present)
- Trustee, Association of Black Foundation Executives (ABFE), (2022-Present)
- Trustee Chairman, Central Michigan University Board of Trustees (2019-Present)
- Panelist, CFLeads, Igniting the Future of Community Foundations Webinar #1, "Insisting on Racial Equity"(2020)
- Trustee, Chair Elect/Vice Chair, Community Foundations Leading Change (CFLeads) (2016-Present)
- Steering Committee Member, Community Foundation Public Awareness Initiative (2022-Present)
- Trustee, Vice Chair of Community Philanthropy, Council of Michigan Foundations (CMF) (2020-Present)
- Chairman, Council of Michigan Foundations, Community Foundation Committee, (2020-2022)
- Member, Council on Foundations, Governance Committee, Strengthening Community Philanthropy Ad Hoc Working Group, (2021-Present)
- Member, Council on Foundations, Public Policy Advisory Committee (2022-Present)
- Panelist, Council on Foundations, CFUnited "Power of Place Pop-up Series: Conversations with Leaders - Part 1." (2020)
- Leadership Council, Dorothy A. Johnson Center for Philanthropy at Grand Valley State University (2021-Present)
- Awardee, Flint and Genesee Chamber of Commerce, Art of Achievement Young Professional Leader (2018)
- Awardee, Flint Branch of NAACP, Celia M. Turner Humanitarian Award (2020)
- Member, Gamma Delta Boule' of Sigma Pi Phi Fraternity, Incorporated, Henry Minton Fellow (2017-Present)
- Presenter, Grantmakers for Effective Organizations (GEO) National Conference (Minneapolis, MN) "Role of philanthropy in times of crisis." (2016)
- Panelist, The Grantsmanship Center, Meet the Grantmakers Panel (2021)
- Plenary Presenter, Grantmakers for Effective Organizations (GEO) and Council of Michigan Foundations (CMF),

Executive Leaders Convening, “Managing complex issues and peer learning.” (2018)

- Advisory Committee Member, Igniting the Future of Community Foundations (2019-2020)
- Awardee, Michigan Chapter of the Association of Fundraising Professionals Outstanding Foundation Award (2019)
- Presenter, Annual Conference presentations: GEO, COF, CEP, ABFE, CF Leads and CF United (2019, 2020, 2021 and 2022)
- Program Advisor, Michigan Forum for African American in Philanthropy (2019-2022)
- Plenary Presenter, Millennium Summit (Wilmington, DE). virtual plenary presenter on “People of Color and Philanthropy: A Time of Change.” (2021)
- Committee Member, St. Jude’s Children’s Research Hospital, Detroit Gala (2020-Present)