

RESUME

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I. CAREER EXPERIENCE

PATHFINDERSOLUTIONS.ORG, 1997 – PRESENT

CEO and co-founder of an international research and advisory firm focusing upon talent development, leadership, organizational capacity, cross-sector coordination and community development. Projects of Pathfinder Solutions include the development of a variety of cooperative/collaborative initiatives serving vulnerable, disenfranchised populations.

COMPASSIONATE CAREERS: MAKING A LIVING BY MAKING A DIFFERENCE – CO-AUTHOR AND CO-COORDINATION, 2009 – PRESENT

CompassionateCareersTheBook.org is designed to elevate the legitimacy of and interest in cause-focused work. The book and related efforts are focused upon helping younger people better understand the opportunities and potentials of a compassionate career in nonprofits, foundation, CSR and social enterprise.

ANSCHUTZ FAMILY FOUNDATION - EXECUTIVE DIRECTOR, 1991 – 2011

Directed foundation with a focus on operations and direct services. The foundation also played an active role in philanthropic and nonprofit sector advancement. Coordinated efforts in respite care, long-term care, service to high-risk populations, facilitated access to resource strategies including Medicaid and other public and private resources critical to community, economic and human development. Received the Outstanding Professional in Philanthropy Award in 1999, the Colorado Rural Development Council's Trailblazer Award in 2000, the "Legends Award" for service to Colorado's nonprofit community in 2006, the Rocky Mountain Farmers Union Century Award on the 100th Anniversary in 2007, and The Colorado Nonprofit Association Building Capacity Award in 2009.

Chief architect – Colorado Common Grant Application and Report
<http://www.coloradocommongrantforms.org/>,

Lead role in 20 years of Colorado Rural Philanthropy Days
www.southwestrpd.org www.northwestrpd.org www.southeastrpd.org
www.northeastrpd.org with \$100 M invested in rural capacity,
Host Chair – 2010 Council on Foundations Annual Conference,
Board Member – Conference of Southwest Foundations

REGIS UNIVERSITY GLOBAL LEADERSHIP DEPARTMENT, 1989 – Present

Develop and teach graduate courses and helped to pioneer on-line education. Chaired the Masters in Nonprofit Management Rigor Committee, served on the Strategic Planning Committee, active in course development for MNM. Courses developed and taught include:

- Business Planning
- Capstone/Thesis
- Collaborative Practice
- Governance
- HR and Volunteer Management
- Human Resources
- International Business Development
- International Economics
- International Third Sector Development
- Introduction to International
- Leadership in the Nonprofit Sector
- Marketing
- Nonprofit Enterprise
- Program Development
- Project Management
- Research and Evaluation
- Resource Development
- Risk Management
- Service Learning – South Africa
- Team Development

UNIVERSITY OF STELLENBOSCH SCHOOL OF BUSINESS – VISITING FACULTY, 2005 – 2008

Developed plan for the implementation of a non-governmental/nonprofit leadership program, developed coursework and taught courses annually. Additionally served as a lecturer to the Nonprofit Management Programme and Leader's Edge a Corporate Social Responsibility Programme.

UNIVERSITY OF COLORADO GRADUATE SCHOOL OF PUBLIC AFFAIRS – ADJUNCT FACULTY, 2009 – Present.

Faculty for international coursework and research in civic engagement strategies.

UNIVERSITY OF COLORADO BOULDER – FACULTY, 2010 – Present

Faculty for coursework focused upon civil society and engagement, focused upon the Ethnic and Chancellor's Leadership Programs.

COLORADO OUTWARD BOUND – SUPPORT/INSTRUCTOR –
EXPEDITIONARY LEARNING, 1999 – 2004

Provided training to teachers and administrators internationally in Leadership Development and Teaching Strategies.

ALPINE INSTITUTE – FOUNDER EXECUTIVE DIRECTOR, 1982 – PRESENT

Incubator hub for projects in research, evaluation, training, facilitation and consulting for environmental and human capital activities, nonprofit development, leadership, and corporate philanthropy. Clients and projects include:

- Court Appointed Social Advocates – International programs to provide services to vulnerable children
- Suicide Prevention – Statewide initiative in Colorado
- The Philippines – Developed anti-sex trade and child trafficking program
- Educo International – International consultation around high-risk youth
- Leadership Programme – University of Auckland, New Zealand
- Work for the U.S. Departments of Justice, Commerce, and Education

PARTNERS, INC. – President and National Executive Director, 1973 – 1983

Managed organization with 55 staff and 2.7 million dollar budget serving the education, employment and development needs of troubled youth. Worked extensively in pioneering corporate engagement strategies. Was responsible for staging start-up of mentoring programs in numerous communities nationally. Partners received seven national awards for leadership, management, research and design during tenure as President.

II. EDUCATION

1983	Doctorate in Management Psychology, Ed.D. University of Northern Colorado – dissertation on Private sector/nonprofit sector relationship
1978	Masters of Science, University of Northern Colorado Thesis contrasted private sector and nonprofit strategies in business management and development
1970	Bachelors of Science, Sociology Colorado State University

III. ADDITIONAL CAPABILITIES

- Facilitation in multi-sector planning sessions to engage diverse interests with focus upon health, mental health, services to children and elders

- Extensive experience in resource development, public and community relations, and employee engagement
- Extensive experience in grants management and systems
- Managed diverse human resource and performance programs
- Extensive experience in budgeting and finance
- Information systems – developed and provided project management for MIS, social media, interactive systems
- Governmental and public relations – have worked extensively with elected officials throughout the world
- Cross-sector experience in disaster management and command and control procedures. Certified Emergency Medical Technician, Wildland Fire Fighter, incident management and public engagement in disaster situations. Participated in debrief of 10 international disasters
- Training/Teaching – continuously received excellent evaluations as a trainer/teacher
- Writing – Have published numerous articles available upon request
- Research – Served as principal investigator on major research projects and have conducted many surveys and studies, list available upon request

IV. COMMUNITY SUPPORT POSITIONS

- Commissioner – Colorado Governor’s Commission on National Service
- Board Member and Co-founder – Colorado Youth Corps
- Advisory Board Member – Center for Leadership Development, El Pomar Foundation
- Advisory Board Member – College of Applied Human Sciences – Colorado State University
- Advisory Board Member – Colorado Nonprofit Association
- Inter-Canyon Fire and Rescue Department 10-year volunteer – Received the Firefighter of the Year Award in 2004.
- Initiated/founded a number of public and nonprofit organizations both locally and nationally.
- Received the Valley Forge Freedom Medal – 1990

V. REFERENCES

- Herb Bacon, Bacon Family Foundation, 855 25 Road, Grand Junction, Colorado 81505 (970) 242-1174
- Paul Alexander, Director, The Center for the Common Good, Regis University, 3333 Regis Blvd., Denver, Colorado, 80221, (303) 458-4336 palexand@regis.edu
- Jean Carroccio – Edward de Bono consultant – 2996 South Newport, Denver, Colorado 80224 (204) 634-0312 jeanthink@earthlink.net
- Marian Goodman – Founder and Executive Director – Educo Africa marian@educo.org.za