

Justin D. Maxson

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EMPLOYMENT**Chief Executive Officer, Mary Reynolds Babcock Foundation; Winston Salem, NC; March 2015-Current.**

Responsible for strategic planning, staff management, organizational development and board development including next generation family members. Leads the development of a race-centered anti-poverty lens for the foundation. Co-leads board investment committee, including completing a transition to a 100% values-aligned portfolio of \$200 million. Assists staff in deploying \$12-15 million in annual grants (\$31 million in 2020). Leads learning and outcomes development. Lead develops key partnerships with other national funders interested in the South. Co-leads partnership to create the Uplift America Fund, an effort to leverage \$400 million of USDA capital with \$22 million of philanthropic grant funds. Current salary is \$253,000, starting salary in 2015 was \$195,000.

President, Mountain Association for Community Economic Development (MACED); Berea, KY; September 2002-February 2015.

Responsible for board development, strategic planning, management, program development and fundraising for 37-year-old multi-purpose community development financial institution (CDFI). Grew assets under management from \$4 million to \$27 million and staff from 8 to 30. Raised more than \$70 million to support our work. Tightened focus on economic development and climate solutions that create opportunities for vulnerable and low-wealth communities. Developed multiple new small business support loan products, clean energy and forestry program demonstrations. Created a new statewide research and advocacy effort focused on economic policy to benefit people in poverty. Built deep and multi-faceted relationships with key national funders including the Ford Foundation, Rockefeller Brothers Fund, Surdna Foundation, USDA and many others.

Vice-President, Mountain Association for Community Economic Development; Berea, KY; February 2002-September 2002.

Responsible for strategic planning, organizational development and new program development. Assisted in fundraising and management.

Executive Director, Progressive Technology Project; Washington, DC; April 1999-February 2002.

Founding director of nonprofit grant-making and capacity building organization working to strengthen community based social change efforts through the strategic use of information technology. Responsible for grant-making strategy, strategic planning, financial management, fundraising, board development, staff management and communications. Made between 30 and 45 grants a year, \$3-4 million a year.

Network Coordinator, Mountain Association for Community Economic Development; Whitesburg, KY; August 1998–April 1999.

Coordinated a regional network of four countywide, membership-based community organizations committed to sustainable development in eastern Kentucky. Responsible for staff development, communications and program development.

Director of Community Development, Letcher County Action Team/Mountain Association for Community Economic Development; Whitesburg, KY; July 1996–August 1998.

Built and directed a local membership-based sustainable development organization in eastern Kentucky. Created leadership development program. Developed three local economic development initiatives to generate income for local people. Responsible for strategic planning, program development and administration.

Operations Manager, San Francisco Community Recyclers; San Francisco, CA; January 1991–July 1992.

Responsible for the operations of a nonprofit recycling organization with a budget of \$1.2 million dollars including fundraising, financial management, community and volunteer relations, marketing and program

development.

EDUCATION

Boston University, Boston, MA; Anthropology and Development, M.A. received, May 1996.

University of Kentucky, Lexington, KY; Anthropology, B.A. received, Summa Cum Laude, Phi Beta Kappa, May 1994.

Ain Shams University, Intensive Arabic Study Program; Cairo, Egypt; June–September 1993.

Antioch College, International Relations; Yellow Springs, OH; August 1989–December 1990.

Awards and Recognitions

Boston University Presidential Graduate Fellowship 1995, Zolondek Non-Western Study Scholarship, Gaines Fellowship in the Humanities 1992-1994, Academic Excellence Merit Scholarship 1992-1994, Undergraduate Residency in the Humanities, Undergraduate Research Fellowship

RELATED ACTIVITIES AND EXPERIENCE (partial listing)

Community Development Advisory Board member, Truist Bank, 2020-Current.

Board member, Coastal Enterprises, 2017-Current. Board member of CDFI that provide business development and housing support across Maine and the Northeast.

Trustee, Appalshop Trust, 2013-2015. Manage a \$4.6 million endowment for a cultural and media arts center including approving two annual distributions for programming purposes.

Fellow, Blue Moon Fund, 2011-February 2015. Provide strategic advising to Blue Moon Fund staff and board on climate adaptation and mitigation issues in Appalachia, including making grant recommendations at board meetings for Appalachia and the Gulf Coast including New Orleans. Managed a \$3 million grants portfolio.

Board member, FAHE, 2011-2018. Provides a range of capital and capacity building services to 55 low-income housing organizations in rural and urban Appalachia. Serve as second vice-chair and participated on the strategic planning committee.

Board member, MDC, Inc. 2011-2015. Think and do tank focused on work force development, education and economic development to advance economic opportunity and equity with a particular focus on the south.

Board Member, Center for Rural Strategies, 2000-2012. Vice-Chair, 2006-2010. Assisted in conception and planning of new effort to use media and communications to strengthen rural social change efforts in Kentucky and nationally.

Member, Advisory Council, National Rural Local Initiative Support Corporation (LISC), 2004-2015. Rural LISC's mission is to build the capacity of resident-led rural community development corporations (CDC), increase their production and impact, demonstrate the value of investing in and through rural CDCs and make the resource and policy environment more supportive of rural CDCs and their work.

Member, Letcher County Economic Development Authority, November 1997-April 1999. Appointed member of committee responsible for county economic development activities and expenditure of coal severance tax funds.

Member, Letcher County Welfare Reform Committee, December 1997–April 1999. Helped develop county plan

to address barriers facing welfare recipients.

SKILLS AND INTERESTS

Communications: facilitation, listening, team building

Community development, economic development, sustainable development

Business analysis and commercial lending

Writing, fundraising, non-profit management and organizational development

Responsive and strategic philanthropy

Quantitative and qualitative research methods

Foreign language: Intermediate Arabic, basic French

Reading, (b) (6), study of social change, climate change and racial equity, nonwestern cultures and (b) (6).