

STAN K. HOLT

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CAREER SUMMARY

With over 28 years in nonprofit development, executive leadership and grantmaking, I am an accomplished nonprofit professional and believe in the power of the collective. My goal is to find the innovative solutions to complex human problems by supporting groups to come together, share their diverse perspectives and experiences, create a common goal, assess and develop their collective resources, and build a plan.

Skills and expertise:

- Cultivating and managing a diverse set of community relationships that build effective partnerships that solve human service problems.
- Building the capacity of nonprofit organizations to improve program design and implementation, generate revenue and improve governance structures.
- Supervising a diverse team by creating a shared vision, clear expectations, and supporting individual personal and professional development.
- Bridging communities by engaging both researchers and practitioners in building best practices.
- Communicating to both internal and external stakeholders.
- Designing and implementing a volunteer grant making process that promotes a high level of community accountability.
- Facilitating and training a vast number of diverse groups through uniquely created processes.

PROFESSIONAL EXPERIENCE

UNITED WAY OF THE GREATER TRIANGLE (2005 – 2018)

Vice President, Changing Generations (2017 - 2018)

Vice President, Community Impact (2013 – 2016)

Vice President, Regional Initiatives (2011 – 2013)

Director of Regional Initiatives (2008 – 2011)

Community Impact Specialist on Homelessness (2005-2008)

Originally recruited by the Senior Vice President of Community Impact to oversee United Way's investment in three county-based 10 Year Plans to End Homelessness and grant making activities for organizations meeting clients' basic needs. Following the implementation of these 10 year plans, United Way added a financial stability initiative leading to a promotion and a significant increase in my responsibilities, including funding programs that expanded the capacity of local Volunteer Income Tax Assistance sites and created a matched savings program for young people in foster care. In 2013, UWGT moved toward the community impact model and responsibilities shifted. These new responsibilities emphasized the following: grants management; developing strategic

partnerships to accomplish community impact; organizing activities across a multicounty United Way; volunteer recruitment, training and development; government grant applications and annual campaign fundraising; and reporting dynamic results. One key project during this time was Fostering Youth Opportunities, an integrated service delivery model to improve the outcomes of young people aging out of foster care. In 2016, the organization downsized and restructured. As part of the restructuring, I became responsible for the allocation of \$3.2 million and supervised a staff of four.

Selected Achievements

- Participating with a core group of regional funders in the design of a collective impact initiative focusing on nonprofit capacity building.
- Leading a staff of four in the direct allocation of \$3.2 million with the guidance of a volunteer governance committee.
- Overseeing the development of a \$1.2 million, three-year collective impact initiative designed to fund the integration of services for young people aging out of foster care over a four county region.
- Supporting and guiding the implementation of funding process for agencies and networks of agencies that are using a two generational approach to improving the social mobility of children born in to impoverished households.
- Building a new product focusing on the local food system and its impact on hunger and food related health issues. Volunteers participating were from very diverse perspectives within the food system, including some of our workplace giving campaigns run by Syngenta and Bayer Crop Science.
- Leading 5 staff in converting from a paper based application system to e-C Impact, a web-based application system for nonprofits seeking grants.
- Adding 500 households as recipients of the Earned Income Tax Credit with earnings increasing from \$900,000 to \$1.3M.
- Securing two \$300,000 grants from the U.S. Department of Labor to provide services to reemploy homeless veterans.
- Completing and implementing plans to end and prevent homelessness in three counties.
- Creating and implementing grant making processes for regional investments.
- Securing a contract from the state of North Carolina to design the evaluation plan for the State of North Carolina's Homeless Prevention and Rapid Rehousing Program.
- Training over 150 volunteers and 90 partner agencies emphasizing program evaluation and completing electronic applications and evaluation forms.
- Providing functional staff leadership for an interdepartmental product development team.
- Hosting and facilitating poverty simulations for companies and community organizations/leaders.

NORTH CAROLINA STATE UNIVERSITY (2017)
Adjunct Faculty, Public Administration Department

Teaching the Fund Development class for the Public Administration Department.

NORTH CAROLINA CENTRAL UNIVERSITY (2015 – 2016)

Adjunct Faculty, Public Administration Department

Teaching the Introduction to Nonprofit Management and the Finance and Fundraising for Nonprofits class in the Executive Masters in Public Administration program. Assisted on a search committee for a full-time Assistant Professor position.

GENESIS HOME (1996-2005)

Executive Director

Genesis Home is a transitional housing program for homeless families. Starting in 1996 the agency grew from housing 5 families to housing 12 families and added an on-site child care center for shelter residents and families in the broader community. Responsibilities included: ongoing board development and training, managing and supervising staff, designing personnel policies and procedures, ensuring adequate financial resources and mechanisms to track those finances, strategic and tactical planning, and fundraising through the completion of government and private foundation grants, events, and individual donor solicitation campaigns.

Selected Achievements

- Developed and implemented a team process engaging all staff in working toward common organizational goals and outcomes.
- Created a tracking and billing system in order to receive reimbursable funds, including child care subsidies.
- Led the process for planning, developing and opening a unique child care center for homeless children.
- Grew the staff from 6 to a staff of 26, including day care personnel.
- Grew the annual budget from \$250,000 to \$850,000.
- Built the organization's fundraising capacity by implementing an individual giving program, hiring and supervising development staff, and improving our donor communication activities.
- Oversaw the construction and implementation of the expansion of the residential services.
- Developed and implemented Board Governance Policies.

PIEDMONT PEACE PROJECT (1995-1996)

Development Director

Led the resource development efforts for this nonprofit organization committed to racial and economic justice through community organizing in rural North Carolina.

Selected Achievements

- Created and managed successful foundation applications, proposals, site visits and progress reports.
- Successfully used a house party model of engaging major donors in fundraising activities.
- Raised nearly \$200,000 in one year.

INSTITUTE FOR SOUTHERN STUDIES (1994-1995)

Development Director

Successfully increased membership and secured major gifts to support cutting edge social justice research organization.

Selected Achievements

- Designed a direct mail campaign targeting 30,000 individuals to increase membership.
- Developed a process for identifying and moving members of the organization to become major donors of the organization.

NORTH CAROLINA LESBIAN AND GAY HEALTH PROJECT (1990-1994)

Executive Director

Led a small, grassroots community based organization that provided AIDS prevention, AIDS services, and support services for the lesbian and gay community. Responsibilities included board recruitment and development, volunteer recruitment, fundraising through government and foundation grants, fundraising through individual direct solicitation and events, financial management, supervision and management of 5 staff.

Selected Achievements

- Successful implementation of safe-sex educational campaign targeting gay and bisexual men
- Design and implementation of consortium of nonprofit service providers to spend federal Ryan White Care funding for AIDS Care
- Led agency growth from 2 to 6 staff persons

SELECTED CIVIC ENGAGEMENT EXPERIENCE

DURHAM COUNTY BEEKEEPERS ASSOCIATION (2015-Present)

Coordinator of Club Apiary, Board Member (2016 – Present)

DURHAM PUBLIC SCHOOLS HUB FARM (2015-2017)

Volunteer Beekeeper (2016 – Present)

ELLERBE CREEK WATERSHED ASSOCIATION (2013-2017)

Treasurer (2013- Present)

Board Member (2013 – Present)

DURHAM COUNTY DEPARTMENT OF SOCIAL SERVICES (2005-2013)

Board Chair (2011 – 2013)

Board Member (2005-2013)

DURHAM UNITED WAY/TRIANGLE UNITED WAY (1999-2004)

Board Member

ORANGE/DURHAM COALITION FOR BATTERED WOMEN (1996-2000)

Board Member and Board Chair

DURHAM COUNTY DEPARTMENT OF PUBLIC HEALTH (1993-1997)

Board Member

EDUCATION

PhD, Public Administration, North Carolina State University, Raleigh, NC 2014
MSPH, Health Policy and Administration, University of North Carolina, Chapel Hill, NC,
1990

BS, Communications (minor: History), Southwest Missouri State University, Springfield,
MO, 1985

Certification, Respiratory Therapist, Graff Vocational Technical School, Springfield, MO,
1985

CERTIFICATIONS

Journeyman Beekeeper, NC State Beekeepers Association, 2017

Certified Beekeeper, NC State Beekeepers Association, 2016

Certificate, Authentic Leadership, Naropa University, Boulder, CO, 2003

Qualified Administrator of the Meyers-Briggs Type Indicator, Center for Applied
Psychological Type, Durham, NC, 2001

Certificate, International Association of Applied Control Theory, Chapel Hill, NC, 2001

Certificate, Non-Profit Management, Duke University Continuing Education, Durham, NC,
1993