

Lee Warren

Executive Leadership

● STRATEGY ● CAPACITY ● MANAGEMENT ● FUNDING

PROFILE

Enterprising leader with an impressive history of building programs from the ground up, driving initiatives, and developing systems that provide consistent, thorough, sustainable, and strategic workflows and longevity plans. Track record of efficiently and effectively expanding and managing organizations by providing leadership, developing coalitions, inspiring vision, and cultivating a collaborative team environment with a shared sense of purpose. Extensive experience in development, outreach, financial management, and strategic planning with an overriding commitment to excellence and integrity. Dedicated and passionate advocate, respected spokesperson, skilled administrator, and effective communicator.

WORK EXPERIENCE

Organic Growers School (OGS), Asheville, NC

Executive Director, 2013-2020

Under my leadership programming grew from three to more than 20 programs, staff tripled in size, revenue increased by 350%, and partnerships increased. After five years the organization is wholly transformed. My responsibilities include:

- **Leadership & Community Relations**
 - Represent, carry-out, and reference the mission, vision, strategic plan, and values of the organization with passion, conviction, and authentic care, both internally and externally.
 - Cultivate a team-like, collaborative, supportive, and relational culture that engages and energizes staff & board, partners, allies, and constituents.
 - As the public face of the OGS, engage and work with other professional, civic and private organizations, and all stakeholders to enhance the organization's profile and mission, foster partnerships, and create mutual collaboration.
 - Act as an advocate, representative, and spokesperson for organic growing, soil health, and sustainable living.
- **Fundraising**
 - Secure funding for all operations; oversee and manage implementation of the fundraising plan; expand revenue and increase funds through a diversity of sources including grant writing, sponsorship solicitation, and donations; design, implement and evaluate for effectiveness any fundraising special events such as dinners, campaigns, raffles, etc.
 - Increase outside funding by 86% compared to previous leadership. Funds raised equal 40% to 110% of yearly income.
 - Raise more than \$800,000 over the course of five years and profoundly increased the amount and variety of government grants, private foundation gifts, corporate grants, corporate sponsorships, individual donations, and event sponsorships.
- **Strategic Direction**
 - Develop, refine, and continually amend the strategic plan, theory of change, measurable feedback systems, as well as tactics, plans, and outcomes.
 - Act as a professional advisor to the Board on all aspects of the organization's activities.
- **Financial Management**
 - Prepare a comprehensive annual budget; secure adequate funding for all operations; provide oversight of all accounting; administer funds; monitor monthly profit and loss, balance sheet, and cash flow; provide the Board with comprehensive reports; and work closely with the Finance Committee.
- **Program Management**
 - Responsible for planning, design, development, implementation, and delivery of all programs and services and ensure that they contribute to the mission, vision, values, and theory of change.
 - Oversight of all personnel, budgets, learning objectives, outcomes, assessment/evaluation, quality and the day-to-day delivery of programs. Ensure dynamic collaboration among staff.
- **Human Resources Management**
 - Determine staffing requirements; oversee the implementation of the human resources policies; recruit, interview and select staff with the right technical and personal abilities; establish a positive, healthy, safe, and trusting work environment in accordance with all regulations; ensure staff orientation and competitive and commensurate compensation; minimize staff turnover; encourage staff towards leadership and excellence; coach and mentor to improve performance; implement a performance review process; provide conflict resolution strategies, ease of communication, and clear and effective task management systems.
- **Communications & Marketing**
 - Provide planning, oversight, and management of all aspects of communications, marketing, and outreach including branding, press, social media, web presence, e-news, print marketing, radio, and in-person presence.
 - Enhance and expand the organization's brand, engage the community, and deepen the awareness of the work.

CONTACT INFO



leewalkerwarren@gmail.com

LEADERSHIP SKILLS

Advocacy	●●●●○
Board Relations	●●●●●
Collaborative Teams	●●●●●
Event Planning	●●●●●
Finance & Accounting	●●●●○
Fundraising	●●●●●
Marketing	●●●●●
Mentorship	●●●●○
Networking & Outreach	●●●●●
Project Management	●●●●●
Program Development	●●●●●
Strategic Planning	●●●●○
Systems Design	●●●●●

TECHNICAL SKILLS

Adobe Creative Suite	●●●○○
eNewsletter Programs	●●●○○
Google Suite	●●●●●
MS Office	●●●●○
Quickbooks	●●●●○
SalesForce	●○○○○
Social Media	●●●●○
Survey Monkey	●●●○○
Wordpress	●●●●○

OTHER SKILLS

Conflict Resolution
Mediation
Meeting Facilitation
Non-Violent Communication
Public Speaking
Published Writing
Teaching Nationally

HOBBIES & PASSIONS

Community Building
Conscious Death & Dying
Enneagram & Myers Briggs
Farming/Gardening/Homesteading
Feminism
Health & Fitness & Alternative Medicine
Local & Organic Food Systems
Racial & Gender Equity
Rural Wisdom
Sustainable Economics

REFERENCES

On Request

Organic Growers School, Asheville, NC

Executive Director, 2013-Present, Continued...

• Administration & Policy

- Oversight of all administrative functions including all relevant local, state, and federal regulations, and best practices to ensure the smooth functioning of the organization.
- Identify, evaluate, and control risks; sign all notes, agreements, and contracts; educate and support board and staff as to all rules, regulations, guidelines, and cultural norms; create organized and efficient systems of data storage and management, data backup procedures, and IT protocols.

• Board Governance

- Sit on the Board of Directors and all appropriate committees as well as foster effective teamwork between board and staff for effective overall functioning.
- Communicate regularly and appropriately to the Board; provide all information necessary for the Board; compose monthly meeting agendas and support materials; recruit and orient new board members; and ensure high integrity functioning of the organization.

SOIL—School of Integrated Living, Black Mountain, NC

Co-Founder & Manager (2012-2014). Advising Partner (2014-Present).

Imani Farm, Black Mountain, NC

Founder, Manager, Farmer (2003-2013). Advisor & Mentor (2013-Present).

Village Terraces CoHousing Neighborhood, Earthaven Ecovillage, Black Mountain, NC

Co-Owner, Co-Founder, Co-Developer, Builder, (2001-2013). Co-Manager (Present).

SE Wise Women Herbal Conference, Black Mountain, NC

Program Director & Promotions Coordinator, 2005-2013

Consultant

Business Planning Finance, & Marketing, 1995-2012

Permaculture Activist Magazine, Black Mountain, NC

Editor & Advertising Sales, 2002-2008

Southern Exposure Seed Exchange, Mineral, VA

Co-Manager, 1999-2001

Zeitech, Inc., Stamford, CT

Marketing Manager & Technical Recruiter, 1991-1996

EDUCATION

Quinnipiac University, Hamden, CT

B.S., Marketing, Economics, & International Business, magna cum laude

RECENT PUBLICATIONS

- Author: Warren, Lee. **Farmers can fix the WNC's health and hunger crisis.** *Mountain Xpress*. Volume 26, Issue 11. October 9, 2019. [Web link here.](#)
- Author: Warren, Lee. **How to hire great nonprofit leaders.** *Blue Avocado Online Newsletter & Website*. September 16, 2019. [Web link here.](#)
- Author: Warren, Lee. **Nine Doable Investments to Support Regeneration.** *Capital at Play*. Volume IX, Edition VIII. August, 2019. Pages 54-57. [Web link here.](#)
- Author: Warren, Lee. **Beyond Sustainability—Restoring, Repairing, and Creating Resilience.** *Mountain Xpress*. Volume 25, Issue 37. April 7, 2019. [Web link here.](#)
- Co-Author: Levasseur, Todd and Warren, Lee. **Redesigning community as an ecovillage: Lessons from Earthaven.** *Strongly Sustainable Societies, Organising Human Activities on a Hot and Full Earth*, 1st Edition, 2019. Routledge. Part VI. Chapter 15. Pages 268-285. [Web link here.](#)
- Author: Warren, Lee. **New Dogwood Health Trust board needs agricultural advocates.** *Mountain Xpress*. Volume 25, Issue 7. September 5, 2018. [Web link here.](#)
- Author: Warren, Lee. **Soil is Wealth.** *Capital at Play*. Volume VIII, Edition V. May, 2018. Pages 70-71. [Web link here.](#)