

# AMANDA FLOTT KINSEY

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## EXECUTIVE SUMMARY

Over 10 years of strategic, results-oriented, leadership and planning in mission-driven organizations, during periods of growth, change, and transition. I bring diverse experiential and academic expertise in evaluation, staff management, organization development, and strategic planning. I am a collaborative, transparent executive, using a balance of compassion, motivation, and empowerment to produce high performing, impactful teams. I build strong relationships with stakeholders, executives and front-line staff alike, utilizing best practices for effective leadership and strategic communications. With a critical eye, I assess, diagnose, and problem-solve inefficient organizational practices, with dramatic increases in outcomes, amid prudent budgets. I am an established leader utilizing collaboration, assessment, diagnosis, and strategic thinking to efficiently solve complex challenges and maximize opportunities. I am an innovative, analytical woman, with a demonstrated passion for the public sector and work in dynamic, diverse, thriving organizations. I maintain a high degree of professionalism, a resilient smile, and a healthy approach work-life balance to bring amazing results to organizations in need.

## AREAS OF EXPERTISE

- *Strategic Planning & Evaluation*
- *Internal & External Communications*
- *Collaborative & Compassionate Staff Management*
- *Nonprofit Operations Best Practices & Smart Growth*

## PROFESSIONAL EXPERIENCE

### GRADUATE SCHOOL OF SOCIAL WORK, DENVER UNIVERSITY

2014-

#### *Adjunct Professor*

Teach and prepare classroom assignments for 20-25 undergrad students, with 16-week semester courses for social work program.

- SOWK 4006: Human Behavior in the Social Environment – a course exploring the use of systems theories in social work alongside the stages of human development.
- SOWK 4043: Organization Leadership & Supervision – a course exploring best practices in management, staff performance evaluation, training, and effective organization leadership styles.

### THE DELORES PROJECT

2014-

#### *Director of Programs and Evaluation*

Providing safe emergency and transitional shelter and stability for unaccompanied homeless women.

- Direct implementation, ongoing development and evaluation of all shelter programs and client services; manage staff of 17.
- Implement evaluation systems, reports, and new culture to harness best practices for programmatic growth and organization expansion, including creation of customized database system with eLogic.
- Lead, identify, and facilitate staff trainings, initiate and sustain staff professional development, performance evaluations, and formalized supervision process.
- Oversee and manage \$700K annual programming budget; collaboratively devise strategic development plans for program funding, including grant writing, individual giving, and cultivation of client success stories.

### DRESS FOR SUCCESS WORLDWIDE

2012-2014

#### *Director of Operations, Dress for Success Worldwide-Central*

Promoting the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

- Staff Management/HR- Hired, supervised, trained, and developed a staff team of four, with MSW graduate interns; supported ongoing cultivation of volunteers; oversee programmatic operations of 25 affiliate offices around the Central U.S. and Canada.
- Leadership & Communications- Led FY13 & FY14 strategic planning process; increased visibility and awareness of organization to media, over 100 new referral partners, local government leaders, celebrities and new corporate partners.
- Program Development- Directed the launch of three new programs, while increasing total number of clients served by 75% in first year and doubling client participation in existing programs. Introduced evaluative reports, monthly and annually.
- Fiscal Management- Developed internal system of controls for revenue, expenditures and cash flow for a \$500k annual operating budget, implemented cost-saving measures reducing expenses by 5%.
- Fundraising/Development- Lead high-level donor cultivation in Chicago with corporate sponsors, individual donors and foundations. Created first annual development plan for Central office with multifaceted donor engagement. Executed and evaluated all fundraising campaigns and special events.
- Advisory Council Development- Primary staff liaison; formalized operating structure and responsibilities of inaugural board and led prospecting/recruitment, orientation and training of new members.

- Regional Affiliate Program Oversight- Provide training and oversight to affiliate locations, while compiling and disseminating best practices; Pilot new programs in Chicago to model for affiliates as regional centers of excellence.

## COMMUNITY FORESTRY CONSULTANTS, INC.

2010- 2012

### *Organization Development Consultant*

- Oversaw implementation of new membership-based nonprofit organization designed to advocate for community forestry preservation, locally and nationally.
- Achievements included formalization of mission/vision statements, program development and resource growth, budget analysis, board and staff development, filing of 501(c)3 legal status and conducting a multi-year strategic plan.

## CHICAGO FOUNDATION FOR WOMEN

2010-2011

### *Grantmaking Assistant*

A grantmaking organization dedicated to increasing resources and opportunities for women and girls in the greater Chicago area. To support our philanthropy, the Foundation promotes increased investment in women and girls, raises awareness about their issues and potential, and develops them as leaders and philanthropists.

- Evaluated grant proposals for advocacy and direct service organizations through multiple funding cycles, including critical audit and budget evaluation, coordination of site visits, while maintaining records and evaluative data for each stage of the process.

## AMNESTY INTERNATIONAL USA

2006-2009

### *Midwest Regional Field Organizer*

Organized and strategically planned regional tactics for five human rights issue campaigns, in 12 states, by organizing large public events, lobby days, conferences, and speaking tours with proficiency in grassroots/grasstops community organizing and advocacy. Developed volunteer state leadership structure, emphasizing collaborative, cross-functional teams to facilitate campaign tactics on local and regional level for international human rights advocacy organization.

- Directly managed 45 state and regional leaders and office interns, while recruiting, training, and mentoring new members around the Midwest region to sustain state and national campaign goals.
- Designed curriculum and facilitated 40+ membership trainings on strategic and tactical issue advocacy, team building, lobbying, media, and outreach with evaluated increases in participant achievement post trainings.
- Led diverse campaign team to eliminate electric chair from Nebraska in 2008 and established a moratorium.
- Organized local, regional and national member actions and outreach strategy to invaluable to the passage of the Tribal Law and Order Act of 2009, representing the single largest federal funding increase to Native American law enforcement in US history.
- Recipient of Native American Star Quilt for local organizing and cultural sensitivity used to establish only safe shelter for women on Standing Rock Sioux Reservation, highlighted in the 2006 AIUSA Maze of Injustice report.
- Planned outreach and marketing tactics for annual regional conference, each year producing an average 200% increase in host state individual membership.

## NEBRASKANS FOR PEACE

2005-2006

### *Omaha Coordinator*

A statewide grassroots advocacy organization working nonviolently for Peace with Justice through community building, education and political action.

- Led Omaha Board of Directors in creation of by-laws, job descriptions, fundraising strategies and adoption of formal structure for decision-making and communication.
- Developed targeted outreach strategies to diversify and build Omaha membership resulting in a 15% increase in first six months.
- Created strategic action plans for advocacy work on issues recommended by Omaha Board of Directors resulting in high profile community events, media rallies, and speakers.

## EDUCATION

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### **M.A. University of Chicago, School of Social Service Administration 2011**

Graduated *Magna Cum Laude* with concentrated study in nonprofit operations, organization development, strategic management and planning, organization capacity building, and policy formation for advocacy, governmental, and direct social service organizations.

### **Universidad de Granada, Granada, Spain**

Conversational and written Spanish.

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B.A. Political Science & American Studies, University of Kansas, Lawrence, KS