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Senior level professional with 20 years' experience as president of strategy, planning, and evaluation consulting firm. Successful owner a well- respected firm providing services to the nonprofit, philanthropic and public sectors. Core competencies include:

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| ▪ Needs assessment | ▪ Strategy development |
| ▪ Survey research | ▪ Program and strategy planning |
| ▪ Interviews | ▪ Quantitative/qualitative data analysis |
| ▪ Structured observation | ▪ Presentations and facilitation |
| ▪ Focus group design and facilitation | ▪ Program design |

JFM Consulting Group Inc., Detroit, MI (partial list)

President and Founder, 1993 to Present

- *Community Foundation of Greater Flint, Flint, MI* – Evaluation of the Truth, Racial Healing and Transformation initiative.
- *Connect Detroit, MI* – Evaluation of Detroit Youth Employment Consortium, measuring effectiveness of the Consortium and change in the youth employment system.
- *Eastern Market Corporation, Detroit, MI* – Multi-year market study involving collection and analysis of visitor intercept surveys.
- *City of Detroit and Gensler, Detroit, MI* – Implemented community engagement strategy as part of the Rosa Parks / Clairmount Study Area Project.
- *W.K. Kellogg Foundation, Battle Creek, MI* – Multi-year evaluation of the Foundation's investment in Detroit, including evaluation technical assistance to grantees.
- *Detroit Head Start Learning Network and Data Driven Detroit, Detroit, MI* – Implemented client surveys as part of Head Start network needs assessment.

Education

- Michigan State University, East Lansing, MI Bachelor of Arts, Urban and Metropolitan Studies
- University of Texas, Austin, TX Master of Public Affairs, The LBJ School of Public Affairs
- Completed coursework toward Ph.D. in Urban and Regional Planning at The University of Michigan, Ann Arbor, MI