

# Michelle Mickle Foster, Ph.D.

## CURRICULUM VITAE

### CONTACT INFORMATION

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1421 Stonehenge Road  
Charleston, WV 25314  
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304.545.6673 (Mobile Telephone)  
Coach.Dr.Michelle@gmail.com  
drmichellemfoster.com

### EDUCATION

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Southern New Hampshire University Manchester, New Hampshire  
*Ph.D. in Community Economic Development conferred May 2010*

Dissertation: The Contributions Of Pre-Incarceration Experiences And Prison-Based Programs To Post Release Employment Acquisition, Retention And Recidivism

Southern New Hampshire University Manchester, New Hampshire  
*Master of Science Degree in Community Economic Development conferred May 2007*  
Thesis: The Harambee Asset Development Initiative

Marshall University Graduate College So. Charleston, West Virginia  
*Master of Science Degree in Engineering Management conferred May 1996*

Case Western Reserve University Cleveland, Ohio  
*Graduate Studies in Chemical Engineering, 1991 to 1992*

The City College of New York New York, New York  
*Bachelor's Degree in Chemical Engineering conferred May 1990*

### CERTIFICATIONS/CONTINUING EDUCATION

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Certified Professional Coach (March 2021) - Life & Leadership Coach Certification Training Program, Academy of Creative Coaching

Awarded a certificate of completion for the *Oxford Impact Investing Programme* (April 2015) - Said Business School, University of Oxford.

Awarded a certificate of completion for the *Women and Power* program (May 2014) - Harvard University, John F. Kennedy School of Government, Executive Education.

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### **CERTIFICATIONS/CONTINUING EDUCATION (cont'd)**

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Awarded a certificate of completion for the *Performance Measurement for Effective Management of Nonprofit Organizations* program (May 2013) - Harvard University, John F. Kennedy School of Government, Executive Education.

Certified Economic Development Finance Professional (March 2004) - National Development Council.

Certified Housing Development Finance Professional (November 2004) - National Development Council.

### **PROFESSIONAL EXPERIENCE**

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02/2016 to Present

The Greater Kanawha Valley Foundation  
Charleston, West Virginia

#### *President and Chief Executive Officer*

Responsible for the overall day-to-day leadership of the Foundation, which is the largest community foundation in West Virginia and Central Appalachia.

- Priorities include delivering the highest quality donor services while safeguarding the financial sustainability of the organization through prudent business practices.
- Provides leadership in executing an innovative strategic plan; in collaborating with other leaders and decision makers in the broader community; in providing the vision to address future challenges and opportunities in the community; in fostering a developmental organizational climate that builds staff competencies and supports professional growth and development; and by representing the Foundation as its key spokesperson and representative in the community.

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### PROFESSIONAL EXPERIENCE (cont'd)

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09/1998 to 02/2016

Kanawha Institute for Social Research & Action, Inc. (KISRA)

Dunbar, West Virginia

#### *Chief Executive Officer*

Consummate, intensely-driven professional with high level analytical, leadership, non-profit management and technological skills. Areas of expertise include: grant writing and management; program design and development; program monitoring and evaluation; needs assessments; partnership development; organizational development and management; financial management; strategic planning; human resource management; and event planning. Position highlights are as follows:

- Designed and implemented a community needs assessment of Charleston's West Side on behalf of The Greater Kanawha Valley Foundation.
- Launched the Growing Jobs Project to create jobs and increase access to locally grown foods. Project includes an urban farm with two greenhouses, farm and culinary skills training, catering service and a food truck. Secured \$1,000,000 in federal and private funding for operations
- Expanded the KISRA Fatherhood Program into the statewide WV Pathways to Responsible Fatherhood Initiative to provide low-income fathers with responsible parenting, economic stability and healthy relationship services. Secured \$9,000,000 in federal funding for operations.
- Established a community-based health center to strategically increase the number of low-income men receiving family planning services.
- Launched a behavioral health care initiative to address the over-crowding problems at mental health hospitals in the area. Strategies include providing one-to-one volunteer supportive friendships and mentoring relationships to adults in mental health recovery, as well as care coordination for persons at risk of hospitalization. Secured ongoing funding from WV Department of Health and Human Resources.
- Established KISRA as the only US Small Business Administration (SBA) micro-lender in West Virginia and secured \$750,000 in intermediary loan funds for businesses around the state of West Virginia.
- Initiated the KISRA Offender Re-Entry Program in response to rising incarceration and recidivism rates. Secured \$3,000,000 from state and federal sources to offer the program in five counties.

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### PROFESSIONAL EXPERIENCE (cont'd)

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- Led the Empowerment Center Renovation Project- a one-stop shop for KISRA's education, employment and economic empowerment initiatives. Secured over \$2,000,000 from federal, state and local sources to complete project.
- Developed the KISRA Responsible Fatherhood Program to promote responsible fatherhood and economic stability among non-custodial fathers. Secured \$2,500,000 federal grant to operate the program for five years in two counties. KISRA is the only organization in West Virginia funded by this source.
- Chartered KISRA Homeownership as a HUD-certified housing counseling agency to help community residents to obtain the necessary skills and resources to achieve the "American Dream" of homeownership. Secured \$180,000 over three years from the Greater Kanawha Valley Foundation for affordable housing initiatives, annual support from HUD for housing counseling and designations as a community housing development organization and lender.
- Established the Harambee Child Development Center that provides quality child development services for 55 children and 25 jobs for community residents. Secured \$500,000 to launch the center.
- Established the Harambee Learning Center, an after-school and summer, safe and drug-free haven that reaches over one hundred and fifty children and youth annually. Developed school-based prevention and life skills programming through the PREP initiative which serves over 300 at-risk teenagers annually.

08/2001 to 12/2001

West Virginia State University, Institute, West Virginia

*Adjunct Professor of Mathematics*

06/1993 to 09/1998

Union Carbide Corporation, So. Charleston, West Virginia

*Senior Process Engineer, Polymers Process Engineering Department*

Responsible for the process design of polyethylene plants using UNIPOL technology.

06/1990 to 12/1992

BP (British Petroleum) Research, Cleveland, Ohio

*Chemical Engineer*

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**PROFESSIONAL DEVELOPMENT**

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Shaping the Future Together: Philanthropy as Change Capital, The Exchange presented by Morgan Stanley, June 2019, New York

Center for Effective Philanthropy Conference: Stronger Philanthropy, May 2019, Minneapolis, MN

Our Common Future Conference, October 2017, Detroit, Michigan

2018 National Conference for Growing Community Foundations, Wichita, Kansas

The Fierce Urgency of Now, 2018 Association of Black Foundation Executives, Memphis, Tennessee

Impact Investing Programme, April 2015, University of Oxford, Said Business School, Executive Education

Women and Power, May 2014, Harvard University, John F. Kennedy School of Government, Executive Education

Performance Measurement for Effective Management of Nonprofit Organizations program, May 2013, Harvard University, John F. Kennedy School of Government, Executive Education

Rural Wealth Creation: The approach, the Reality, and the Policies - 2011 National Rural Assembly

Rural Policy 101 - 2011 National Rural Assembly

Small Business and Entrepreneurship Policy for Rural Prosperity - 2011 National Rural Assembly

Finding Your Voice: Creating an Advocacy Campaign - 2011 National Parent Teacher Association Conference

Innovation and Best Practices in Family Engagement - 2011 National Parent Teacher Association Conference

Community Scans: What, When, Where & How - 2011 National Parent Teacher Association Conference

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**PROFESSIONAL DEVELOPMENT (cont'd)**

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Connect for Respect: A Conversation on Bullying Prevention - 2011 National Parent Teacher Association Conference

Evidence-Based Practice and Public Safety: Our Obligation to Get It Right - 2010 International Community Corrections Association Research Conference

Disruptive Innovations and the Fate of Evidence-Based Practices - 2010 International Community Corrections Association Research Conference

Living Best Practices: Models for Assessment Fidelity - 2010 International Community Corrections Association Research Conference

Supervision Strategies to Enhance Implementation and Fidelity to Evidence-Based Practice - 2010 International Community Corrections Association Research Conference

The Standards of Excellence for Non-Profits Training - WV Community Development HUB

Managing Your Non-Profit for Results - Neighborhood Re-investment Training Institute

Capital Strategies - Neighborhood Re-investment Training Institute

Analytical Tools and Methods Used in Community Economic Development - Neighborhood Re-investment Training Institute

Communities that Care: Promising Approaches - Developmental Research and Programs

Communities that Care: Risk and Resource Assessment - Developmental Research and Programs

Housing Counseling - Neighborhood Re-investment Training Institute

Marketing your Homeownership Program - Neighborhood Re-investment Training Institute

Homebuyer Education Trainer - Neighborhood Re-investment Training Institute

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### **PROFESSIONAL DEVELOPMENT (cont'd)**

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Single Family Housing Development Finance - National Development Council

Rental Housing Development Finance - National Development Council

Computer Spreadsheet Analysis for Housing - National Development Council

Housing Development Finance - National Development Council

Economic Development Finance - National Development Council

Business Credit Analysis - National Development Council

Real Estate Finance - National Development Council

Economic Development Deal Structuring - National Development Council

### **PUBLICATION**

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Foster, Michelle, Ph.D. (2010). The Contributions of Pre-Incarceration Experiences And Prison-Based Programs To Post Release Employment Acquisition, Retention and Recidivism (Doctoral dissertation). Southern New Hampshire University, Manchester, New Hampshire. May 2010.

### **TECHNICAL AND SPECIALIZED SKILLS**

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Grant writing and management;

Financial management;

Community economic development - program planning, design, implementation and evaluation;

Community needs assessments;

Logic model development;

Statistical Analysis using Stata and SPSS;

Housing Development Finance; and

Economic Development Finance.

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### RESEARCH INTERESTS

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Faith-based and community-based initiatives;  
Effective offender re-entry;  
Program return on investment;  
Asset development;  
Economic impact of community economic development programs;  
Family economic security.

### PRESENTATIONS/WORKSHOPS

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**From Corporate Profits to Community Impact: Lessons Learned on my Appalachian Leadership Journey**

2022 WV Chamber Leadership Summit Speaker, The Greenbrier Resort, White Sulphur Springs, West Virginia

**Corporate Responsibility: Building a Diverse Mountain State**

2020 WV Manufacturing Association Convention, The Greenbrier Resort, White Sulphur Springs, West Virginia

**The Audacity to Passionately Pursue your Purpose: What worked for me:**

2019 WELD Virtual Keynote Address, Charleston, West Virginia

**Seven things that made me who I am:**

2019 Marshall University Kente Graduation Ceremony, Keynote Address, Huntington, West Virginia

**Mobilizing CDFIs and Foundations for Healthier Rural Communities:**

2019 Healthier Rural Communities Forum, Atlanta, Georgia

**Championing Diversity, Equity, and Inclusion Institutional Philanthropy:**

2019 Philanthropy West Virginia Conference Keynote, Parkersburg, West Virginia

**The Community Foundation Perspective:**

2019 Appalachian Regional Commission Grantee Conference, Athens, Ohio

**Women & Leadership: The Art of Navigating Headwinds:**

2019 WV Chamber of Commerce Diversity and Inclusion Conference, Charleston, West Virginia

**My Three Things:**

2019 FestivALL Speaker Series

**The Fierce Urgency of now: Unity as a Pre-requisite to Equity:**



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### **PRESENTATIONS/WORKSHOPS (cont'd)**

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2019 Martin Luther King, Jr. Ecumenical Service hosted by the West Virginia MLK Holiday Commission, Charleston, West Virginia

**Leading in Enterprise: A View From The Top:**

2018 West Virginia Chamber of Commerce Women's Leadership Summit, The Greenbrier Resort, West Virginia

**Diversity and Inclusion:**

2018 West Virginia Chamber of Commerce Business Summit, The Greenbrier Resort, West Virginia

**Regional Networks for Funding and Financing:**

2018 Financial Innovations Roundtable: Financial Innovations to Improve Economic Resiliency in Rural Communities

**Rural Philanthropy: Advancing Rural Communities' Economic Success:**

2016 Council on Foundations Conference, Washington, District of Columbia

**Opportunities for Economic Development in Rural Communities:**

2016 Exponent Philanthropy Conference, Chicago, Illinois

**Connecting Future Business Leaders to the Marketplace**

2016 West Virginia State University Business Summit

**2015 Summit on Race Matters Keynote Address**

Lewisburg, West Virginia

**Economic Forecast of the Non-Profit Sector in West Virginia:**

2015 South Charleston West Virginia Chamber of Commerce Annual Breakfast

**Youth Entrepreneurship in Action:**

2014 Queen's College of Guyana, Georgetown, Guyana

**It's Time to Activate your Dreams:**

2014 Queen's College of Guyana, Georgetown, Guyana

**Mentoring: An Effective Strategy for Reducing Recidivism:**

2014 West Virginia Governor's (Herbert Henderson) Office of Minority Affairs Conference, Flatwoods, West Virginia

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### **PRESENTATIONS/WORKSHOPS (cont'd)**

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#### **Managing Conflict:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Managing Groups for Results:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Effective Communication:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Making Meetings More Productive:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Building Strategic Partnerships:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Introduction to Leadership:**

2014 West Side Ward 4 Coalition, Partnership of African American Churches, Charleston, West Virginia

#### **Effective Grant-Writing Strategies:**

2014, Foster Solutions, Charleston, West Virginia

#### **Strengthening Families in West Virginia: A Faith-Motivated Approach:**

West Virginia Counselors Association Conference 2013, Bridgeport, West Virginia

#### **Program Sustainability thru Social Enterprise:**

US Department of Health and Humans Services, Office of Family Assistance, Healthy Marriage and Responsible Fatherhood Grantee Conference 2013, Washington, District of Columbia

#### **The Basics of Community Development Evaluation:**

Volunteer West Virginia, Faces of Leadership Conference 2013, Charleston, West Virginia

# **Michelle Mickle Foster, Ph.D.**

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### **PRESENTATIONS/WORKSHOPS (cont'd)**

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#### **Bullying in the Workplace:**

Marshall University 2012, Huntington, West Virginia

#### **Fatherhood and Incarceration:**

Administration for Children and Families, Welfare Research and Evaluation Conference 2012, Washington, District of Columbia

#### **Community Development Program Planning Utilizing Logic Models:**

Volunteer West Virginia, Faces of Leadership Conference 2012, Charleston, West Virginia

#### **Workforce Readiness for Persons with Less than Perfect Backgrounds:**

Healthy Families Healthy Children Conference 2012, West Virginia University Extension, Charleston, West Virginia

#### **Community Development Program Planning Utilizing Logic Models:**

FFCA Fatherhood Institute 2012, Columbia University, New York, New York

#### **The Basics of Community Development Evaluation:**

Volunteer West Virginia, Faces of Leadership Conference 2011, Charleston, West Virginia

#### **Building Family Economic Security in West Virginia:**

Prevent Child Abuse West Virginia Conference 2011, Charleston, West Virginia

#### **Partnerships for Program Sustainability:**

Fathers & Families Coalition of America Conference 2011, San Francisco, California

#### **The Contributions of Pre-Incarceration Experience and Prison-Based Programs to Post-Release Employment Acquisition, Retention and Recidivism:**

US Department of Health and Human Services, Office of Family Assistance, Healthy Marriage and Responsible Fatherhood Grantee Conference 2010, Washington, District of Columbia

#### **Logic Models 101:**

Volunteer West Virginia, Faces of Leadership Conference 2010, Charleston, West Virginia

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### **PRESENTATIONS/WORKSHOPS (cont'd)**

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#### **Program Planning Utilizing Logic Models:**

Share the Vision Conference 2009, Charleston, West Virginia;  
WV Commission for National and Community Service, Faces of Leadership Conference 2009, Charleston, West Virginia;

#### **Partnerships for Sustainability:**

US Department of Health and Humans Services, Office of Family Assistance, Healthy Marriage and Responsible Fatherhood Grantee Conference 2009, Washington , District of Columbia

#### **What Works in Fatherhood Programs:**

WV Head Start Conference 2009, Charleston, West Virginia

#### **Tools for Effective 21<sup>st</sup> Century Church leadership:**

Abundant Life Leadership Conference  
November 2007, Charleston, West Virginia

#### **Steps to Establishing a Faith-Based/Community-Based Initiative:**

WV Commission for National and Community Service, Volunteerism Conference 2005, Charleston, West Virginia;  
Tried-Stone Church, Blacksburg, Virginia

#### **501c3 Basics:**

WV Commission for National and Community Service, Volunteerism Conference 2005, Charleston, West Virginia

#### **A Faith Community on the Move: Public-Private Partnerships for Community Renewal:**

Share the Vision Conference 2005, Charleston, West Virginia

### **AFFILIATIONS**

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Co-Chairperson of the Appalachia Funders Network Steering Committee  
Member of the Invest Appalachia Board of Directors  
Member of the Philanthropy West Virginia Board of Directors  
Member of the Kanawha Valley Council on Philanthropy  
Founding Member of West Virginia African American Philanthropy in Action (Giving Circle)

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**AWARDS**

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Women of Achievement Award from the YWCA Charleston 2020

West Virginia Wonder Woman - WV Living Magazine 2016

Woman on a Mission Award - Union Mission, Charleston, West Virginia 2016

Living the Dream Award - WV Martin Luther King, Jr. Holiday Commission 2016

Distinguished Alumni Award recipient at the Celebration of 40 years of Coeducation and Enrollment of Girls at Queen's College presented by the Queen's College of Guyana Alumni Association (New York), Inc. 2015

Civil Rights Day Award Honoree - State of West Virginia, Office of the Governor 2015

Dr. Martin Luther King Humanitarian Award - The Saint Albans Ministerial Association 2015

Fatherhood Champion of Change - President Barack Obama, The White House 2012

National Association of University Women (Charleston Branch) -Leadership Award 2012

Omega Psi Phi Fraternity, Inc., Theta Psi Chapter - Citizen of the Year 2012

Charleston Police Department - Award for Community Service 2011

US Small Business Administration - Minority Business Champion 2009

West Virginia State University - President's Award for Community Service 2009

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**VOLUNTEER WORK**

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Host of Fostering Solutions a podcast that highlights impactful people around the world

Member of the Charleston Institute Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated since 2021

Member of the Queen's College of Guyana Alumni Association (New York), Inc. since 2014: researcher, conducted a multi-faceted needs assessment of the school; leader of annual student conference planning team

Member of the Charleston-Institute Chapter of the Links, Incorporated since 2011: Voted president in 2019; Served four years as treasurer; Served four years as president; Secured first grant for the organization; Led successful fundraisers in 2015, 2016, and 2017

Minister of Administration of Ferguson Memorial Baptist Church since 1997