

Mike Mitchell

EXPERIENCE

FIRN, Inc. - Columbia, Maryland

March 2020 – Present

Executive Director: Lead all aspects of FIRN, a Howard County nonprofit which serves immigrants and refugees in the county and the region. This community makes up 22-23% of Howard County residents and we support them through social, legal and translations services as well. Manage a staff of 11 and a budget of approximately \$1M each year.

Solve Up (<https://www.solveup.org>) - Central Maryland

July 2019- Present

Founder & Owner: Launched a human and technology platform that bridges the resource gap for nonprofits. Solve Up is the AirBnB of the social sector, providing an ecosystem that allows volunteer “Solvers” to apply talent and experience to nonprofit “Missions” which are time-limited, project-based initiatives. Includes:

- Volunteering – www.SolveUp.org as a platform that offers online matching, events, and other support.
- Thought Leadership – White papers, articles, commentary on nonprofits and social sector
- Consulting – Mission Rise, the consulting component of Solve Up, supports nonprofit innovation, marketing, and corporate social responsibility around leverage volunteers as assets.

HIAS, Silver Spring, Maryland

February 2016 – July 2019

Vice President of US Programs

Led staff of more than 30 with \$10M budget. Oversaw programs at 21 national sites that welcomed up to 4,000 refugees and asylees annually, including HIAS’s New York City operation which is the largest in the city.

Contributed directly and indirectly to securing more than \$1 million in *new* public and private funding, launched new programs, and managed staff through a period of fear and change.

- Led financial and asset development emphasis for HIAS which has included Micro-Enterprise, Individual Development Accounts, and Tech programs;
- Extensive local and national experience developing and executing unique partnerships with companies like Microsoft and Uniqlo.
- Conceptualized, developed, and led launch of “Annie”, an Artificial Intelligence tool named after the first immigrant to Ellis Island, that optimizes refuge placement (with WPI, Oxford, Lund, and Harvard.) Featured in *The Atlantic*, *How Technology Could Revolutionize Refugee Resettlement*, April 26, 2019

Lutheran Immigration and Refugee Service, Baltimore, Maryland

February 2012 – February 2016

Vice President of Programs

Led annual resettlement at second largest resettlement agency in the United States. Responsibilities included oversight of more than 20 affiliates and 42 sites, as well as grant and program implementation exceeding \$35M.

Led staff managing refugee employment, Asylum work, Survivors of Torture, Children’s Services, and integration. Invited by Baltimore Mayor to chair Mayor’s Task Force on New Americans in Summer 2013.

Habitat for Humanity of the Chesapeake – Central Maryland

March 2003 – November 2011

Chief Executive Officer

Directed \$8 million budget, \$12 million in assets, and a staff of 45 and 11 AmeriCorps volunteers, to engage 4,500+ volunteers to build homes, revitalize communities, and serve families. Increased production more than 400% from 8 homes to 32 annually; We were a construction company, developer, and mortgage company.

Merger – Facilitated and lead two mergers of three affiliates across three jurisdictions

- Neighborhood Revitalization – Succeeded in ongoing engagement of neighborhood leaders and communities toward transforming blighted property into productive use
- Venture Income – Launched Restore, a for-profit home improvement retail chain with three stores. By third year, profit on two stores was 27% on \$1.24M in revenue.

Economic Alliance of Greater Baltimore - Baltimore, Maryland

November 1999 – August 2001

Workforce Preparation Manager: Led the research and development of unique employment strategies around entry level and lower skilled positions to ensure lower turnover, greater productivity, and better training for

partner companies. Catalyzed a job strategy that would “bundle” part time positions at Fed Ex together with three additional employers at BWI Airport to boost retention and lower company human resource outlays.

Goodwill Industries of the Chesapeake – Annapolis & Baltimore **August 1997- November 1999**
Manager - Chesapeake Career Center

Directed career center serving Annapolis and Anne Arundel County residents who faced employment barriers such as welfare, disabilities, child-care, transportation, and/or limited skills and education.

- Led first county project to assist “hard to serve” clients who had at least two barriers to employment
- Developed unique collaborations with hotel and hospital to guarantee placements of “hard to serve” clients

Job Placement Coordinator - Welfare to Work

Managed job placement efforts with more than 100 companies in small business, manufacturing, clerical, retail, and light industry to place more than 100 persons a year. Established partnerships to complement and strengthen job placement efforts by addressing persistent barriers to work like transportation.

Capuchin Franciscan Volunteer Corps - Baltimore, Maryland **August 1996-August 1997**
Project Director, Southwest Initiative (full-time Volunteer):

Developed and directed micro and macro programs with Catholic parishes and communities in inner-city Southwest Baltimore to tackle jobs, education, housing, and crime. Encouraged parish congregations to participate in these programs.

- Initiated program to link unemployed residents to suburban jobs using faith based institutions
- Shepherds Mentoring Program and Violence Prevention Programs for elementary school students

BOARD & VOLUNTEER EXPERIENCE

Maryland Nonprofits (Board Chair for two years)	December 2014- Present
<i>Selected Member: Meyer Race and Equity Cohort (2020)</i>	
Homebuilders Association of MD, Baltimore City Chapter; Board or Directors	2009-2011
Patterson Park Neighborhood Association, President	2004
Job Opportunities Task Force; Board of Directors	1997-2005

EDUCATION & HIGHLIGHTS

London School of Economics and Political Science	Fall 2018
<i>Cryptocurrency and Disruption; Online Certificate</i>	
University of Maryland, Baltimore County	Spring 2014
<i>Project Management; Certificate</i>	
Harvard Business School, Cambridge, Massachusetts	July 2003, Sept 2009, July 2011
<i>Negotiation & Strategic Perspectives in Nonprofit Management; Certificates</i>	
The College of William & Mary, Williamsburg, Virginia	May 1993
<i>Government major, History minor; Bachelor of Arts</i>	

- **Lifelong Learner** – Regular student of Coursera and Linked In education (examples include AI, SEO, Complexity, Fintech, etc.)
- **Baltimore Magazine** (40 under 40; July 2008); **Innovator of the Year** (Daily Record, 2005)
- **Entrepreneur Magazine** (Teambuilds; September 2004)
- **International:** HIAS - Germany, France, England, & Costa Rica / Habitat - Guatemala, Argentina
- **Leadership Maryland** (Class of 2010) & **The Leadership** (Class of 2006)
- **Married; two children;** Personal Trainer, National Academy of Sports Medicine (Certified 2006-12); Sailing Enthusiast