

Mike Mitchell

EXPERIENCE

Luminus Network for New Americans - Columbia, Maryland **March 2020 - Present**

CEO: Leading immigrant & refugee services organization in Central Maryland providing legal, social, and language services to clients from DC to Baltimore region. In less than 18 months:

- Financial Stability – Have increased revenues by more than 50%, emphasis on stabilization and growth
- Launched new programs – Health Equity and Housing funding to ensure genuine integrative services
- Actively exploring revenue generating programs like staffing and housing

Mission Rise / Solve Up - Central Maryland (www.SolveUp.org) **July 2019 - Present**

Founder & Owner: Launched a human and technology platform that bridges the resource gap for nonprofits. Solve Up aims to be 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.
- Mission Rise – Blogging and reflections

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.
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 clients. Established partnerships to address persistent barriers 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

Office of the Vice President, The White House - Washington, D.C. **May 1994-May 1996**
Staff Correspondent: Drafted correspondence for the Vice President

- Authored Memoranda to the Vice President
- Advance for vice presidential travel & research in welfare, tax, budget, trade, and health issues

BOARD & VOLUNTEER EXPERIENCE

Maryland Nonprofits (Board Chair for two years) **2014- 2020**
Beautiful Day (A Refugee Social Enterprise) **2015-Present**
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**
Cryptocurrency and Disruption; Online Certificate
University of Maryland, Baltimore County **Spring 2014**
Project Management; Certificate
Harvard Business School, Cambridge, Massachusetts **July 2003, Sept 2009, July 2011**
Negotiation & Strategic Perspectives in Nonprofit Management; Certificates
The College of William & Mary, Williamsburg, Virginia **May 1993**
Government major, History minor; Bachelor of Arts