

KARL M. NICHOLS

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PROFILE

Experienced professional with a proven record of executive leadership in the non-profit sector; extensive experience in educational and program development and administration; demonstrated expertise in building organizational and community partnerships; strong background in budget construction and financial administration, grant writing and grants management, strategic communication, fund development, staff supervision, service delivery, strategic planning, and board governance.

EXECUTIVE LEADERSHIP

Growth and Innovation: Successfully created a new community/university governance structure at Nonprofit Management Institute at UW-Milwaukee that has become the model for other university initiatives on campus.

Program Development: Spearheaded the successful execution and completion of all health and workforce development program deliverables at Austin Area Urban League with a caseload of over 250 Katrina clients.

Organizational Leadership: Established new performance management systems and management tools at Skillpoint Alliance to increase staff productivity and organizational effectiveness for the Board of Directors.

Fund Development: Responsible for raising over \$3.4 million in a private investment campaign to scale up a proven middle school transformation initiative for the region while increasing overall operational budget from \$1.5 million to \$7.2 million.

Finance and Administration: Provided board leadership and oversight for implementing an effective financial management system for improved reporting and internal controls for the Texas Alliance for Minorities in Engineering (TAME).

Management and Supervision: Responsible for hiring key staff at OneStar Foundation that led to the creation of a highly productive approach for reaching organizational goals, objectives, and measurable results.

Community Engagement and Strategic Partnerships: Instrumental in building the Milwaukee Healthy Beginnings Community Consortium as one of the country's most productive, high-performing sites in the Midwest, which led to a 70% increase in consumer and community participation.

PROFESSIONAL HISTORY

2015 to present E3 Alliance Austin, TX

Vice President of Investor Development

E3 Alliance is a regional data-driven education collaborative based in Austin, Texas. Responsible for executing a comprehensive development strategy to launch and scale major regional education initiatives through foundation/corporate grants, earned income, major donors, and education research and related services. In the last nine years, instrumental in raising over \$40 million in total private investments, expanded the development team from one to four FTE's, increased the overall operational budget from \$1.5 million to \$7.4 million for greater community impact.

Built donor structures, systems, performance targets for growing community of support and awareness

- o Plans and executes annual development planning that guides goals, objectives, and performance indicators (KPI's) for development team and organizational priorities
- o Successfully designed robust process and structure for grant management system to ensure all grants are properly reported, acknowledged, and demonstrating impact
- o Built grant development strategy, structure and process that has resulted in 85% grant approval rate generating over \$20 million in revenue

Led successful launches of new and existing high impact campaigns to expand E3 Alliance footprint

- o Led successful \$3.5 million RAISE Up Texas campaign composed of a mix of private and public. philanthropic and major individual donor investments that served 21 middle schools, 1100 teachers, and 32,000 students
- o Creator of E3 Legacy Trust, major individual donor society, that has established general operating fund to support the R&D engine
- o Creator and founder of signature bi-annual fundraiser Geeks in Boots Gala that has raised \$700k in new corporate, individual, and in-kind support for general fund

Connector and key relationship builder in securing new revenue streams by building strategic relationships with new foundations and community leaders

- o Established leader in the nonprofit and philanthropic community as demonstrated by organizational and civic roles and engagements (E3's Champions Council, President of Association of Fundraising Professional of Austin, etc.)
- o Primary relationship leader for prospecting, cultivating and stewarding major philanthropic relationships with local, regional, and national foundations with securing recent largest single gift at \$3.6M

Leads and creates donor public relations and marketing campaigns

- o Develops and maintains donor communications plan and collaborates with communications department relating to website content, email and social media communications, organizational newsletters, impact reports
- o Engineered the creation of compelling case statements for major donor campaigns and appeals
- o Responsible for creation of content, cases, and social media for donor campaigns digitally such as Amplify Austin, EOY appeal, and Gratitude Campaign

2013 – 2015 Youth Harvest Foundation Austin, TX

Vice President of Administrative Operations

The mission of the Youth Harvest Foundation is to provide culturally competent educational opportunities to at-risk youth through mentoring, youth summer camps, and STEM and technology training. Responsible for the executive oversight and strategic direction for operational activities by directing information technology, fund development, human resources, and facility and property management for the agency. Grew operating budget by 54 percent from 850k to 1.5 million in one year through the expansion of governmental contracts, philanthropic giving, and launching major donor campaigns.

2009 – 2012 SafePlace Austin, TX

Chief Operating Officer

SafePlace is a \$9 million nonprofit with over 140 employees whose mission is to end sexual and domestic violence through safety, healing, prevention, and social change. Responsible for executive oversight of technology, information management, and human resources administration, the facilities and operations for the 12.2-acre campus and its \$14 million in facility assets by ensuring systems are reliable and responsive with a commitment to customer service and compliance.

2007 – 2009 Skillpoint Alliance Austin, TX

Chief Operating Officer

Skillpoint Alliance is a nonprofit intermediary organization with a \$2.2 million operating budget that builds partnerships among industry, education and the community, leading to college and career success for Central Texans, while meeting employers' needs for a qualified workforce. Responsible for executive oversight of operations, program management, and staff supervision of Skillpoint's Youth, College, and Career, Adult Workforce, and Research and Evaluation programs and services.

2006 – 2007 Austin Area Urban League Austin, TX

Katrina Programs Director

The Austin Area Urban League's mission is to assist African Americans and all other under-served Austin area residents in the achievement of societal and economic equality by focusing on educational improvement, employment readiness, health and wellness, and the preservation of affordable housing. Provided leadership, program oversight, and staff supervision to the Katrina health, workforce, and youth initiatives of the Austin Area Urban League.

2004 – 2005 OneStar Foundation, Inc. Austin, TX

Chief Operating Officer

OneStar supports the nonprofit sector and its stakeholders through initiatives that increase civic engagement, research, rigorous evaluation and nonprofit organizational excellence. Responsible for providing leadership and supervision for all operations and programs for the OneStar Foundation, including management, strategic planning, hiring, evaluation, and reporting. Oversaw a \$5.3 million operating budget and administered complex federal and private philanthropic gifts and grants totaling well over \$13 million.

2000 - 2004 University of Wisconsin-Milwaukee- School of Business Milwaukee, WI

Program Director Helen Bader Institute for Nonprofit Management (HBI)

Helen Bader Institute's mission is to improve the leadership and effectiveness of nonprofit organizations through education, research, and service in the Greater Milwaukee area. Oversaw project management of HBI programs and services by facilitating planning efforts, directing program development, and developing strategic partnerships in the local, state, and national communities.

COMMUNITY RESULTS

- Successfully raised \$450k in new private and public support for the “Reckoning with the Past” campaign for Neil Cochran House Museum Slave Quarters site renovation and programming (*May 2022 to December 2023*)
- Provided grant writing and major gift consulting support to E4 Youth, Inc that generated \$325k in new philanthropic revenues in just six months (*January 2024 to the present*)

- Established the first ever BIPOC (Black, Indigenous, People of Color) Opportunity Fund with Association of Fundraising Professionals (AFP) Greater Austin Chapter that awards capacity building grants to BIPOC-led organizations and provides them with an AFP fundraising consultant to help them build and strengthen their fundraising capacity (*2024 to the present*)
- Under my leadership, the membership rolls of the 100 Black Men of Austin grew by 100% from 30 to 65 members annually. (*2019 – 2022*)

VOLUNTEER SERVICE

- President, Board Member, Association of Fundraising Professionals of Austin, 2021 – present
- Board Member, Paloma Lake Municipal Utility Sewage District, 2023 – present
- Board of Directors, Mission Capital, 2022 - present
- Elder, Cityview Bible Church, 2021-2024
- Board Member, Grove Place Partners GP, Inc., 2018 – 2023
- Vice President of Membership, 100 Black Men of Austin Chapter, 2018 – 2022
- Vice President, Board of Directors, E4 Youth, 2017 - 2020
- Treasurer, Executive Committee of Board of Directors, Texas Alliance for Minorities in Engineering, 2008 - 2019
- Leadership Austin, 2012 Essential Class

EDUCATION

Bachelor of Arts – Africology & Business Management, UW-Milwaukee, Milwaukee, WI, 1993–1997

Master of Business Administration – Nonprofit Management, UW-Milwaukee, Milwaukee, WI, 2001–2003

Certificate in Effective Fundraising – Austin Community College, Austin, TX, January 2018

Certified Fund Raising Executive, CFRE International, December 2019 - present

SPECIAL SKILLS

- Proficient oral and written communication skills
- Extensive experience working with volunteers and multiple stakeholders in the areas of strategic planning, board governance, equity and inclusion
- Founder/Instructor of Leadership and Management Series certificate at Austin Community College
- Successful fundraiser and recipient of numerous grant awards for projects
- Computer competency in utilizing business applications (MS Office) in word processing, spreadsheet construction, database development, DonorPerfect, MS Outlook, MS OneDrive, Google Docs, and Internet research and development

References Available Upon Request