

# Elizabeth Seja Min

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## Facilitative Leader, Executive Coach, Strategic Consultant, Project Designer

Passion	Developing people and resources to move social change, innovation, and cultural and community advancement. My work is grounded in years spent as a music director, conductor and performer.
20+ Years Experience	In the nonprofit, social enterprise, philanthropic and corporate sectors – and in local, national, international and virtual contexts. Helping leaders and teams: realize mission-based, data-solid futures; increase resources (financial/human/leadership); improve group dynamics; build pipelines for learning and advancement; develop high-potential leaders; advise senior executives; provide high stakes group facilitation; and increase capacity to realize results. Regarded as a creative systems thinker, meticulous with details, and a visionary developer of people and ideas.
Sweet Spot	Leading success stories that integrate communications, fundraising, strategic, financial and leadership competencies – and are infused with practical creativity and a vision to change the world.
High Performance Teams Manager	Have served in executive role in four nonprofits; and managed teams through multiyear strategic planning and redesign, elimination of organizational debt, diversity and inclusion initiatives, resource development campaigns, executive career transition, expansion and distribution of leadership to support growth, and direction/production of stage and media products.
Strategic Growth Leader and Partner	<b>Strategic Facilitator   New Day Films (since 2003)</b> Serve as year-around facilitator and business consultant. In tenure, this cooperative member-led film distribution company has increased its membership by 50% and sales by 65%. The leadership structure has grown from 9 roles to 28 key positions. The company was awarded B-Corps Certification as a social enterprise and earned a Platinum Rating on the GIIRS scale, which provides investors with comparable ratings of a company's social and environmental impact, thus positioning New Day for new investment.  <b>Faculty   Institute for Women's Leadership (since 2012)</b> Design and lead the <i>Gender Partnership Diagnostic</i> . This instrument combines review of internal data with in-depth interviews of senior and high potential leaders in order to surface indicators for improved performance and opportunity for women leaders. In use by Fortune 500s, the diagnostic is part of a suite of offerings to proactively address opportunity gaps related to diversity and inclusion.

**Executive Director (0.5. FTE) | AFP Golden Gate (since 2012)**

Members of this chapter of Association of Fundraising Professionals are nonprofit executive directors, development and communications leaders, associates, board members, consultants and coaches. Have revamped and updated all operational systems, built a new website hub and database, and realized a doubling of annual program events, a 30% increase in membership, 100% growth in new program sponsors, and 60% growth in earned revenues.

**Consultant | Spring Strategies (since 2014)**

Joined this Toronto-based firm as a consultant, trainer and designer to the 8-month intensive program *Financial Resilience for Social Justice*. Grounded in integral developmental methodologies, the program delivers fund development, communications, financial management and leadership skills in a hybrid face-to-face and remote format. With CEO Ellen Sprenger, have delivered the program to human rights leaders and teams convened in Kenya, Ghana, Argentina, Brazil, Canada, Thailand and the U.S.

Author and Facilitator

***Communications for Resource Development***

This methodology is designed to embed a whole person/whole systems approach into the way teams approach the work of raising resources. The full curriculum teaches participants how to create a fundraising case that attracts partners. Its simple, elegant framework is immediately applicable across all communications channels, and is fun, practical and replicable. Creating this curriculum resulted from a yearlong “deep dive” into online entrepreneur marketing within the commercial sector, and adapting tools to the social sector. Delivered the curriculum to human rights NGOs in 14 countries, partners of Global Fund for Women, and clients of Spring Strategies’ Financial Resilience Program.

***The Women of Color/International Development Incubator***

This was a multiyear intensive program for leaders of women’s funds and foundations who had to significantly increase levels of operating and capital support. Authored curriculum and trained/coached cohorts for women of color leaders from North America and Europe, and leaders from the Global South and East. Leadership development included internal and external intersections with race, class, ethnicity, migration and citizenship. Unpacking these intersections, and gaining competency, accelerated the program’s emphasis on creating partnerships with donor-investors. As a result, graduates played defined roles in raising \$30M in new dollars over a five-year period.

***Making the Case: An Online Instrument for Measuring Social Change***

Developed theory of change, beta tested and launched v.1 of this tool for Women’s Funding Network. It was designed for NGOs and nonprofits to evaluate and tell a quantified and qualitative story of their complex work for social change. This helps funders and intermediaries understand their impact on issues from an aggregate portfolio perspective, and have the basis by which to increase their support. The Nike Foundation, Groundswell Fund, Women’s Fund of Rhode Island, and others have used the instrument for multiple years to make the case for investment in social movements.

Clients 2013-2018

Evelyn and Walter Haas, Jr. Fund, AFP Golden Gate, Azul, Abriendo Puertas, Bay Area Blacks in Philanthropy, Faith Partnerships Inc., Global Fund For Women, Kitka, Institute for Women’s Leadership,

IPAS, MATCH International, Mothers Milk Bank, Nature Conservancy California, New Day Films, Roche Diagnostics N.A., San Francisco Jewish Film Festival, Teva Women’s Health, Women Donors Network, Anita Borg Institute for Women and Technology, IMPACT Fund, Center for Asian American Media.

#### Competencies

Executive Leadership, Board Development, Senior Team Development, Executive Coaching, Business Model Transformation, Strategic Planning and Assessment, Financial Accountability, Fund Development, Social Change Philanthropy, Program and Curriculum Design, Diversity and Inclusion, Meeting Design, Facilitation, Staff Management, Collaboration and Teamwork, Strategic Communications, Writing, Onboarding New Leaders, Systems Development, Administrative Management, Online Entrepreneurship, Facility with Technology Tools.

#### Staff and Board Leadership Roles

Board Member, The Freight and Salvage, Finance Committee, 2014 to present  
Executive Director, AFP Golden Gate (Association of Fundraising Professionals), 2013 to present  
Strategic Facilitator, New Day Films, 2003 to present  
Senior Consultant, Women’s Funding Network, 2003 to 2013  
Board Member, National Foundation for Delta Sigma Theta Sorority, 2009-2011  
Board Chair, Groundspark: Igniting Change Through Film, 2004-2010  
Secretariat, U.S. NGO Coordinating Committee, U.N. World Racism Conference, 1999-2001  
Artistic Director, Redwood Records (independent label/cultural development) 1992-1996  
Executive Artistic Director, Oakland Youth Chorus (high school arts/youth employment) 1982-1992  
Instructor in Music/Ensembles Conductor, Mills College, 1986-1990  
Co-Founder, Music Director & Conductor, The Women’s Philharmonic, 1981-1987  
Executive Artistic Director, Cazadero Music and Arts Center, 1981-1984

#### Awards, Honors, Education

Senior Design Fellowship, Women’s Funding Network  
Professional Coach Certification (PCC), International Coaching Federation  
Integral Coach Certification, New Ventures West  
Conversational Intelligence Coach & Facilitation Certification (first cohort certified worldwide)  
Local Hero, KQED Public Television and Women’s Foundation of California  
Grammy Nominations in Best Large Latin Jazz Ensembles, Best Large Jazz Ensembles  
Governor’s Award for Community Service, National Academy of Recording Arts & Sciences  
Adventuresome Programming Prizes, ASCAP and American Symphony Orchestra League  
Master of Music, San Francisco Conservatory of Music  
Conducting Fellow, Aspen School of Music  
Bachelor of Music Cum Laude, St. Olaf College

#### Continuous Learning

**Fluent in using and adapting integrated methodologies learned from master coaches:**  
Conversational Intelligence (Judith Glaser); Transformative Social Change Consulting (Robert Gass/Social Transformation Project); Contextual Leadership (Rayona Sharpnack/Institute for Women’s Leadership); Integral Coaching (Sarita Chawla/New Ventures West); Accelerated Learning (Nancy Maresh/Brains At Work and Sean D’Ouza/The Brain Audit); Smart Growth Organizational Life Cycles (Stephanie Clohesy/Clohesy Consulting).

Other Influential Experience

At age 25, co-founded and conducted The Women's Philharmonic, an acclaimed professional symphony orchestra. Developed brand, leadership, funding and resources to create a national support network from the ground up.

Developed and led large jazz ensembles, mentored talented young vocalists, ran a record label, received nominations for Grammy Awards, and honors for skills in bringing unlikely partners together to create new works on the stage. Generated earned, contracted and contributed revenues to support the work.

Partnered with Hugh Vasquez of *Todos (All of Us) Institute* in facilitating diversity and inclusion initiatives for Planned Parenthood Federation of America and its affiliates, San Francisco Foundation grantees, Golden Gate National Parks Conservancy Crissy Field Center, National Parks Service, and others. Developed curriculum and tools, trained trainers, and provided thought leadership to agency leadership teams.

Served as Secretariat of the U.S. NGO Coordinating Committee for the last United Nations World Conference Against Racism, Racial Discrimination and Xenophobia. Facilitated collaborations with NGOs to demonstrate racism's relationship to numbers of issues, for the purpose of influencing governments. Raised in-kind and contributed revenues to support committee participation in international preparatory meetings (Tehran, Strausberg, Santiago, Geneva) and the World Conference (Durban).

Developed national educational partnerships to place the first films in the *Respect For All* documentary film series in classrooms around the country (*It's Elementary: Talking About Gay Issues in School* and *That's A Family!*)—in the face of well funded, organized opposition.

During five years of intensive leadership transition at an institution of higher learning, coached the Dean and the Dean's team (associate and assistant deans) to operationalize new policies and structures, manage a changing and diversifying campus environment, and practice improved internal and external communications.

As part of own study and curiosity about cross-sector knowledge transfer, spent a year learning commercial online entrepreneur marketing. Explored why social change projects did not speak to the broadest audience desired to reach, and how to use entrepreneurial tools to achieve different results.

Immersion in Accelerated Learning to inform programs, presentations, fundraising and communications: making the complex simple and tapping the brain's natural abilities to bring information to life.

Personal

Home: Oakland CA | Childhood: Colorado Springs CO | Culture: Hawaiian Pacific Islander