



JULIA PIERSON

*Consulting in program development, project management,
strategic planning and organizational development.*

20+ YEARS EXPERIENCE IN COMMUNITY DEVELOPMENT, AFFORDABLE HOUSING & HUMAN SERVICES:

- ♦ An experienced consultant who shares expertise and tools to empower organizations to achieve their goals.
- ♦ A seasoned nonprofit executive director with first hand experience building and operating human service and community development programs.
- ♦ An accomplished project manager who gets projects done on time and on budget.
- ♦ A Licensed Standards for Excellence® Consultant who can guide nonprofit organizations on how to integrate the SFX ethics and accountability code into their policies and practices.
- ♦ A keen problem solver who can bring clarity and resolution to complex issues.

CAREER HIGHLIGHTS:

President of own consulting firm since 2006.

Executive director for 12 years of Govans Ecumenical Development Corporation, a community and faith based housing development and social services corporation.

Lead developer for Stadium Place, an affordable retirement community and YMCA on the site of the former Memorial Stadium.

Successfully operated human service programs and affordable housing projects.

Program director for a Naturally Occurring Retirement Community (NORC).

CONSULTING SERVICES:

PROGRAM DEVELOPMENT

Feasibility analysis
Research models and best practices
Identify and secure program partners
Develop policies and procedures
Implement programs
Staff training

ORGANIZATIONAL DEVELOPMENT

Strategic Planning
Maryland Nonprofits Standards for Excellence®
Meeting and retreat facilitation

NONPROFIT OPERATIONS

Grant writing and reporting for foundations and government programs
Budgeting
Program evaluation
Administrative systems
Interim executive staffing

AFFORDABLE HOUSING DEVELOPMENT

Transform concepts for housing special populations into feasible housing projects
Assess potential resources and regulatory obstacles
Prepare applications for financing

COMMUNITY BUILDING

Community needs assessment
Community and consumer input
Outreach planning
Membership building

ADVOCACY

Public policy strategy development
Coalition building

PROJECT MANAGEMENT

Guide projects from conception to implementation – on budget and on time
Manage partner and interagency relations

JULIA PIERSON CONSULTING, INC.

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CONSULTING ACCOMPLISHMENTS:

PROGRAM & PROJECT DEVELOPMENT

- Managed the predevelopment phase of an affordable housing project for homeless young adults in Baltimore City.
- Developed program and wrote grant that secured \$1 million for a transitional living program for homeless youth.
- Managed the creation of a consortium to develop and manage housing for people with disabilities.
- Provided technical assistance for development of a social enterprise center that will focus on helping disadvantaged young adults launch a career.

CAPACITY BUILDING

- Secured award of \$750,000 to support capacity building for the Baltimore Homeless Youth Initiative. Provided technical assistance and program development services that empowered the coalition to build a continuum of housing and services for homeless young people.
- Developed residential services and service coordination programs in affordable housing programs and trained staff.
- Guided a nonprofit through closing its existing programs and repositioning itself to develop into a new direction. Coached director through the implementation of the plan.
- Wrote foundation and government grants for a large nonprofit social enterprise and workforce development provider.

ADVOCACY & PUBLIC POLICY

- Developed and supported a coalition of affordable housing providers around common issues arising from the Bailey Consent Decree
- Supported a coalition to develop a public policy strategy that would reduce youth homelessness.

STRATEGIC PLANNING & PROGRAM EVALUATION

- Conducted program evaluation for a senior housing project, conducted research about best practices and developed a strategic plan. Coached staff on implementation of the plan.
- Provided technical assistance, research and written text for a comprehensive, community housing plan.
- Fast tracked the strategic planning of a coalition of government, nonprofit organizations and businesses addressing the foreclosure crisis. Conducted environmental scan that included over 25 interviews. Guided on development of strategies, goals, actions and objectives.

CONSULTING CLIENTS:

| AIDS Interfaith Residential Services | Baltimore Homeless Youth Initiative and Fellowship of Lights *through Mid-Atlantic Network for Families and Youth* | Baltimore Homeownership Preservation Coalition *through Baltimore Neighborhood Collaborative* | Bon Secours Foundation of Maryland | Comprehensive Housing Assistance, Inc. | Greater Baltimore Housing Consortium: Community Housing Associates, Empire Homes of Maryland, People Encouraging | GreenWorks *through Safe and Sound Campaign* | Melwood Horticultural Training Center | Shelter Development | An alliance of 12 housing developers |

CERTIFICATIONS/EDUCATION

- Standards for Excellence® Licensed Consultant
- Women's Business Enterprise
- NeighborWorks America Approved Consultant
- Master of Social Work, Community Organization and Social Administration

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