

**Mark E. Hews, MPA**  
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### **Highlights of Qualifications**

- 35 years natural resource management experience with an emphasis on community and economic development for agriculture and forestry enterprises. Experienced in nonprofit education and training.
- High level of expertise in project management and program development helping dozens of community groups with project design and implementation, visioning, goal setting, monitoring and evaluation.
- Certified in facilitation and leadership development with experience at local, state, and national levels assisting people with problem solving, team building, conflict resolution, and capacity building.
- Excellent oral and written skills utilizing multiple technical and non-technical formats accessible to both professional and lay audiences.

### **Employment**

May 2012 to Present, M E Hews and Company, LLC

- President

December 2011 to May 2012, Maine Association of Nonprofits

- Director of Programming

June 1980 to October 2011, US Department of Agriculture, Natural Resources Conservation Service

- Resource Conservation and Development (RC&D) Coordinator
- District Conservationist

### **Education and Training**

M.P.A – Public Administration, University of Maine, 1988

B.S. – Agriculture Economics, University of Maine, 1981

#### *Continuing Education*

USDA Management Training, 1986, 1987, 1988

Non-profit Board Management and Development, 1989

Effective Grant Writing, 1990

Community Development Training, 1992

Teams and Teamwork Training, 1993

Total Quality Management Training, 1994

Advanced Facilitator Certification, 1993

Leadership Development Training, 1992, 2006, 2009

Marketing Training, 2001

Area wide Strategic Planning, 2002

### **Professional Experience**

#### *Certified Facilitator*

- Facilitated the development of new education programs, such as the rural nonprofit capacity building project, for the Maine Association of Nonprofits (MANP) and coordinated their implementation.
- Developed team training workshops for employees and led the State Leadership Team for the Natural Resources Conservation Service as a trained quality management facilitator.
- Work with small businesses as a technical advisor on agriculture economic development.
- Recruited and trained team members for community based projects such as Strong Area Business and Civic Alliance.
- Designed and implemented the process used by the River Valley Growth Council to successfully establish an economic development strategy for agriculture businesses.

#### *Proficient in Program Development*

- Developed 5 regional five year Area plans for the Resource Conservation and Development (RC&D) Area in southern Maine setting workload and priorities to address multiple natural resource issues. The 2005 to 2010 plan served as a national model for other RC&D Areas because of its format and content.
- Provided assistance to numerous farm enterprises and others in developing their strategic business plans.
- Conduct needs assessments, statistical analysis, and grant development for projects ranging from broadcast quality videos to internet based farmers markets resulting in thousands of dollars in grants.

- Led a coalition of businesses, nonprofits, and government agencies and wrote a feasibility study on expanding the goat meat industry in Maine resulting in the development of new marketing options for farmers and wholesalers.
- Served as the Resource Conservation and Development (RC&D) Program Manager for Maine from 2005-2009.

#### *Highly Skilled in Leadership Development*

- Recently served as Interim Executive Director of Maine Rural Partners, Maine's Rural Development Council. Provided leadership to the Board on strategically aligning the organization to better serve rural Maine. Currently consult with the Board on organizational development.
- Designed and managed the New England/New York Leadership Development Program for the Natural Resources Conservation Service. The first class graduated 12 participants.
- Led the creation of the Sustainable Food Systems Leadership Institute for MANP recruiting 22 young emerging leaders for the 2013 class.
- Chaired the Leadership Development Committee of the Maine Rural Development Council and Maine Rural Partners which provided professional development for laypeople in municipalities across Maine.
- Authored a state wide Leadership Development plan for conservation organizations and their staff.
- Currently serve as a certified trainer for the Service Enterprise project training nonprofit leaders.

#### *Communication Skills*

- Presented yearly plans of operations, including goals, strategies, and tactics, and briefed RC&D board members on accomplishments.
- Proficient in the use of Microsoft Office.
- Produced an adaptable Power Point presentation on agriculture development in Maine that can be used by organizations to educate the public on the value of farming to Maine's economy.
- Researched and wrote technical papers on Forest Fragmentation for a coalition of southern Maine organizations and Food Consumption and Consumer Preferences for the Maine Department of Agriculture and Maine Legislature, presenting findings to key stakeholder groups.
- Designed and led workshops for Boards of Directors on non-profit governance, strategic planning, and leadership development with feedback indicating a higher level of proficiency gained by participants.

#### *Community, Economic, and Organizational Development Experience*

- Serve as Executive Director for the Maine Sustainable Agriculture Society on a contract basis.
- Coordinated a major marketing initiative for agriculture in Southern Maine expanding the availability of fresh local foods resulting in the establishment of 2 new Farmers Markets and one online farmers market.
- Managed a network of non-profits, businesses, and government agencies resulting in the establishment of 4 shared use commercial kitchens in Maine, helping expand processing infrastructure at the local level.
- Helped lead an effort to build rural community leadership and local capacity, as a board member of Maine Rural Partners, successfully implementing two pilot projects in Washington County and Strong, Maine.
- Worked closely with The Threshold To Maine Resource Conservation and Development (RC&D) Board of Directors for 22 years assisting with project and program oversight. The Board successfully completed an average of 10 projects a year leveraging over \$200,000 annually in direct benefits to local communities.

#### **Affiliations**

Member National Honor Society for Public Administration  
Steering Committee Member, Maine Food Strategy

#### **Civic Involvement**

Commission Member, Maine Commission for Community Service, term 1995 – 1999; 2013 - 2015.

Board Member, New England Farmers Union, term 2013 – 2015.

Served two three year terms as a Board Member for Maine Rural Partners.

Founding Board member of the Maine Association of Nonprofits, a nonprofit member organization. Served one year as President of the Board.

President, New England Association of RC&D Areas, 2014 – Present.

Board Member, National Association of RC&D Councils, 2014 – Present.