

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

- 40 years' leadership and management experience with an emphasis on community and economic development for small town and rural areas. Experienced in nonprofit education and training and organizational development.
- High level of expertise in project management and program development helping dozens of businesses, nonprofits, and towns 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, and social media, accessible to both professional and lay audiences.

### Employment

July 2015 to Present, Total Crowd Solutions, LLC

- Founder and Co-Owner

October 2011 to Present, M E Hews and Company, LLC

- President

December 2011 to May 2013, Maine Association of Nonprofits

- Director of Programming

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

- Natural Resources Manager
- 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, 2005

Community Development Training, 1992, 2010

Teams and Teamwork Training, 1993, 2003, 2011

Total Quality Management Training, 1994, 1998

Advanced Facilitator Certification, 1993, 2005, 2012

Leadership Development Training, 1992, 2006, 2009

Marketing Training, 2001

Area wide Strategic Planning, 2002, 2011

### Professional Experience

#### *Certified Facilitator*

- Served as the Maine State Coordinator for the University of Arizona's National Institute for Civil Discourse facilitating the implementation of the *Revive Civility Initiative*.
- 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.
- Convened and facilitated the Viability Working Group of the New Hampshire Food Alliance, providing team building and leadership development processes.
- Provided coaching on community engagement, stakeholder development, networks, and networking to Fresher Sacramento, a community organization addressing hunger issues with youth.
- Designed and implemented the community engagement process used by Grow L+A, a Lewiston, ME based nonprofit, to successfully establish an economic development strategy for Bates Mill No. 5 and associated marketplace.

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### *Proficient in Program Development*

- Created RC&D Youth Corps for the National Association of RC&D Councils, Inc., a youth leadership development and community capacity building program with a focus on workforce and entrepreneurial development.
- Co-Founder of Total Crowd Solutions, LLC, a project planning product that integrates social media, team productivity, and crowd sourcing into a proven project development framework.
- Served as Consultant for the Maine Commission for Community Service to help improve the Rural AmeriCorps program and expand it to rural regions in Maine.
- Led a coalition of businesses, nonprofits, and government agencies and wrote a feasibility study on expanding the goat meat industry in Maine resulting in new market options for farmers and wholesalers.
- Served as Interim Executive Director for NARC&DC from August 2017 to January 2018.

### *Highly Skilled in Leadership Development*

- Served as Interim Executive Director of Maine Rural Partners, Maine's Rural Development Council. Developed the Council's leadership to strategically align the organization to better serve rural Maine.
- Designed and managed the New England/New York Leadership Development Program for the Natural Resources Conservation Service.
- Providing coaching to the Rural Aspirations Project on developing the Maine Forest Collaborative serving high school students in western Maine.
- 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 statewide Leadership Development plan for conservation organizations and their staff.
- Certified as a trainer for the Service Enterprise Program of the Points of Light Foundation.

### *Communication Skills*

- Proficient in the use of Microsoft Office, Base Camp, Trello, Slack, and other team productivity tools.
- 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*

- Contracted as Organizational Consultant for the Maine Sustainable Agriculture Society.
- Provided business planning consultation to the University of Maine, working with small scale beekeepers and maple syrup producers.
- Work with the Maine Development Foundation Maine Spark program, providing workforce development coaching and technical assistance to adult learning programs in western Maine.
- Served as Project Manager for a \$2 Million Cluster Initiative for the agriculture, energy, and composites sectors to develop a new year-round agriculture industry in Maine.

### **Affiliations and Civic Involvement**

Member National Honor Society for Public Administration

Past Steering Committee Member, Maine Food Strategy

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. Served one year as President of the Board.

President, New England Association of RC&D Areas, 2014 – 2016.

1<sup>st</sup> Vice President, National Association of RC&D Councils, 2014 – 2016.

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