

# 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.
25+ Years Experience	In the nonprofit, social enterprise, and philanthropic 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 work and connect effectively in virtual environments. 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, leadership and online facilitative 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, direction/production of media products, and transition to digital work environments.
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.  <b>Consultant &amp; Executive Coach   RoadMap Consulting (since 2018)</b> Member of the network of RoadMap Consultants located across the U.S. dedicated to advancing the power and promise of social justice organizations. As a team of capacity-builders “indigenous” to social justice and movement building, RoadMap customizes services to a range of clients in all aspects of organizational and resource development, finances, communications and leadership.  <b>Consultant   Spring Strategies (since 2014)</b> Joined this Toronto-based firm as a consultant, trainer and designer to the 8-month intensive program <i>Financial Resilience for Social Justice</i> . 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. Have delivered the program to approximately 40 human rights NGOs in Latin America, East Africa, South Asia and the Pacific, and North America.

**Executive Director (PT Contractor) | AFP Golden Gate (2013-2019)**

Members of this chapter of Association of Fundraising Professionals are nonprofit executive directors, development and communications leaders, associates, board members, consultants and coaches. In tenure, 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.

Designer and Facilitator

***High Impact Facilitation-Virtual***

Having facilitated in virtual spaces for 15+ years, during Covid-19, co-designed this intensive course for advanced facilitators who are taking their work leading complex, high stakes meetings and trainings online. The intensive is 6 hours/day for 3 days and covers facilitative practice, techniques for accelerating the design and preparation process, what works online to lead complicated conversations in the rights and justice landscape, online tools and tips, and more.

***Raising Support with the Gut-Heart-Head Framework***

This curriculum teaches participants how to turn all communications toward raising support in many forms. Its simple, elegant framework is immediately applicable across all communications channels, and is fun, practical and replicable. Creating this course resulted from a “deep dive” into online entrepreneurial marketing and adapting tools to the social sector.

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

This intensive program was for leaders of women’s funds and foundations who had to significantly increase levels of operating and capital support. Designed curriculum and trained women of color leaders from North America and Europe, and leaders from the Global South and East. Program included intersections with race, class, ethnicity, migration and citizenship with an emphasis on creating partnerships with donor-investors. Graduates raised \$30M in new dollars over five years.

***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.

Partial Clients 2016-20

Center for Environmental Health, Beyond Differences, Trust for Public Land, Akonadi Foundation, Asian-Pacific Fund, Abriendo Puertas/Opening Doors, Anita Borg Institute for Women & Technology, Nature Conservancy California, Evelyn and Walter Haas, Jr. Fund, Center for Asian American Media, Bananas, Global Fund For Women, Kitka, Institute for Women’s Leadership, Jewish Film Institute, Teva

Women's Health, Women Donors Network, IMPACT Fund, The Launch Pad, WITNESS, Firecracker Foundation, Mirror Memoirs, enflashed

Competencies

Online Facilitation & Meeting Design, Executive Leadership, Board Development, Senior Team Development, Executive Coaching, Strategic Planning and Assessment, Fund Development, Program and Curriculum Design, Diversity and Inclusion, Multi-Channel Communications, Writing, Onboarding New Leaders, Systems Development, Facility with Technology Tools.

Staff and Board Leadership Roles

Board Co-Chair & Board Member, The Freight and Salvage, 2014 to present  
Executive Director, AFP Golden Gate (Association of Fundraising Professionals), 2013 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  
Local Hero, KQED Public Television and Women's Foundation of California  
LAVA Award, Bay Area Career Women  
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 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 in order to influence 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: Hapa Hawaiian Pacific Islander

## Organizations Trained in *Raising Support with the Gut-Heart-Head Framework* (partial list)

Akhaya	Association for Progressive Communications	Asia Pacific Forum on Women, Law & Development
Breakthrough India	CLEEN Foundation	CREA World
Foundation for A Just Society	International Women's Development Agency	Majal
Women for Human Rights	Women's Fund Asia	Women's League Burma
Women's Rights Action Movement	Just Associates	Open Society Foundation
Nonprofit Finance Fund	Women Enabled International	Rockwood Leadership Institute
Fondo Centroamericano de Mujeres	Inter-American Commission on Human Rights	Fundacion para la Libertad de Prensa Columbia
CoreAlign	Connectas Brazil	CELS Argentina
LEAP Ambassadors	African Women's Development Fund	Akili Dada
Somos Familia	Inter-Tribal Friendship House	BAY Peace
Studio Grand	Oakland Public Conservatory of Music	Center for Asian American Media
Chinatown YMCA	Chinese for Affirmative Action	Chinese Newcomers Service Center
Donaldina Cameron House	Friends of Children with Special Needs	Gum moon residence hall
J-Sei, Inc.	Kimochi, Inc.	Korean American Community Services
Narika	Oakland Asian Cultural Center	Vietnamese Youth Development Center
Lower Bottom Playaz	Gritty City Repertory Theater	Ragged Wing Ensemble
Georges Malaika Foundation-DRC	Alternative Bridge to Comm Devo-Phillipines	Inwelle Study & Resource-Nigeria
NISTHA-India	Masai Women's Development Org-Tanzania	Women Forum for Women-Nepal
Afghan Institute of Learning	African Immigrants' Services-Tanzania	Alif Laila Bus Society-Pakistan
Girls Empower Network-Malawi	Nomadic Press	Aggregate Gallery Space
Boomshake Music	Human Rights Foundation	OpenGlobalRights
Firecracker Foundation	Mirror Memoirs	Studio Grand

## Short Biography

Elizabeth Seja Min has over 25 years communicating with heart, raising capital, developing leaders, and creating cultures that bring out an organization's best. She's held executive roles in four nonprofits, and been consultant, coach and facilitator to 100+ projects. An early adopter of design thinking and neuroscience-based communications, she's helped clients in over 30 countries reliably apply these approaches, particularly in resource development and strategic communications, which is some of her favorite work. As the world of work moves increasingly to virtual environments, Elizabeth's expertise in online facilitation and meeting design has her training advanced facilitators in taking their work online and designing high stakes virtual gatherings that must result in definitive levels of connection and productivity.

Elizabeth is the year-around facilitator for the social enterprise *New Day Films*. She's core faculty for Spring Strategies' international program *Financial Resilience for Social Change* and *High Impact Facilitation-Virtual*, an active executive coach and strategic consultant, and a part of the U.S. social justice consulting firm *Roadmap Consulting*. She's one of the first worldwide certified in Conversational Intelligence (C-IQ) and is a Certified Integral Coach. As a coach and consultant, she works with leaders and their teams across the rights and justice landscape. Elizabeth cut her teeth guiding teams as a music director and conductor when she founded an award-winning professional orchestra, led jazz ensembles, mentored young vocalists, and ran a record label (earning two Grammy nominations). [www.sejamin.com](http://www.sejamin.com)