



The Philanthropy HUB at the Santa Fe Community Foundation

Dismantling Systemic Racism in the Nonprofit Sector

About the The Emerging Leaders Team \ Prospera Partners Facilitation Team:

Our team of skilled facilitators has been working together since 2017. Vicki Pozzebon and Everette Hill are longtime colleagues and friends who share a deep commitment to transforming communities for the better by transforming leaders. Everette co-designed and co-facilitates the Emerging Leaders program at Santa Fe Community Foundation – a program that has graduated over 100 nonprofit leaders in New Mexico – with Vicki. Eileen

Everett and Kourtney Andar are alumni of the Emerging Leaders Program and joined the facilitation team in 2019 to help grow the program. Both work in nonprofit leadership positions which means they bring unique skills and passion for transformational leadership to the facilitation team, having both experienced this work themselves. Rachel (Rae) Miller joined Prospera Partners as an associate consultant and facilitator and leads all of the company's facilitated programs. Vicki and Rae have worked together in systems change transformation since 2007.

With input from dozens of alumni of the Emerging Leaders program, the Prospera Partners team decided it was a natural next step to offer a deep dive program that addresses systemic racism in the nonprofit sector. The Facilitation Team is, as Kourtney Andar describes it, “a group of skilled professionals who have become family through this work.”



Vicki Pozzebon is the owner and principal consultant of Prospera Partners, a consulting firm that designs local economy networks and social enterprise development plans for businesses and organizations. She is a skilled facilitator, public speaker, and blogger about all things local and good business for social change. In addition to being a renowned public speaker, Vicki designs and facilitates retreats, workshops, and Communities of Practice that will inspire community leaders and social

entrepreneurs for transformational action. She has helped clients develop and grow programs and their business by identifying key localism strategies for success including marketing, press, and business planning. She is the lead designer and facilitator of the Emerging Social Sector Leaders program at the Santa Fe Community Foundation and the Native Entrepreneur in Residence Program

Community of Practice at New Mexico Community Capital. Currently, Vicki is an Advisory Board Member of Design Corps Santa Fe, and Hispanic-American Institute.

Combining her Master of Arts in Theatre Directing and her training in the Art of Hosting and World Café methods of facilitation, Vicki is skilled at designing and leading facilitated convenings and communities of practice with humor, heart, and actionable tasks. Vicki's background includes nonprofit executive leadership as the Executive Director of the Santa Fe Independent Business Alliance (2006 – 2011), nonprofit development, arts administration, marketing and public relations, and facilitation. Vicki is a Fellow of Business Alliance for Local Living Economies (2011 – 2013), a prestigious community of national leaders who are not only rethinking but reshaping how local communities grow and thrive from the ground up. Honors include Young Careerist '06, and 40 under Forty Business Executive by New Mexico Business Weekly, 2009. In 2008, Vicki was appointed to the City Business and Quality of Life Committee by Mayor Coss, and in 2014 was on the City of Albuquerque's Living Cities Leadership Team for Mayor Richard Barry. In 2018, Vicki was appointed to the Catalyzing Jobs Committee by City of Santa Fe Mayor Alan Webber.

Everette W. Hill, MA, is a Principal & Managing Director of the Social Innovation Strategies Group, LLC or SISGroup. He is an expert in asset-based community, youth and organizational development. After more than 25 years of working in the educational, non-profit and community development sectors, Hill currently provides executive consultative services to leaders, organizational design and development services to institutions, and project management services to NGO's, foundations and government.



As a resident of the rural South Valley of Albuquerque for 23 years, Hill has worked to support the development of community, program, policy, organization, and educational initiatives statewide. Over his career, Hill has been a teacher, case manager and program manager, Vice President of the largest social service non-profit in New Mexico and Executive Director of a statewide community-based networked intermediary organization. He has worked in the nonprofit, government and private sectors developing and managing programs, grass-roots community-based public policy, and provided strategic planning and technical assistance support to individuals and organizations throughout the social sectors.

Mr. Hill is a native of Madison, Virginia, who moved to New Mexico from California in 1994. He is a graduate of Occidental College (Los Angeles) where he double-majored, earning bachelor's degrees in Psychology and History, while also studying Sports Medicine and Religious Studies. In 2001, Hill earned a Masters Degree in Counseling Psychology from the University of Phoenix, where the concentration of his work was in Marriage, Family & Child Therapy. Hill is a Senior Associate with Everyday Democracy- a national deliberative dialogue organization dedicated to social change and

racial equity. Hill is also a member of the American Psychological Association (APA) and a member of the Society of Industrial & Organizational Psychology (SIOP). Currently, he is working on an advanced practice doctorate in systems and innovation at the University of Southern California (USC), Doctor of Social Work Program (DSW) at the Suzanne Dworak-Peck School of Social Work.



Kourtney Andar, Co-Facilitator - Kourtney Andar, Co-Facilitator - As a writer, activist, and social justice educator, Kourtney has trained hundreds of men and women on violence prevention, pro-feminism, and environmental justice. He is currently the Works Manager at the Santa Fe Art Institute. As a former board member of Veterans For Peace, he lead membership recruitment efforts, served on the executive committee and lead convention workshops. At the University of Missouri-Columbia, Kourtney co-advised a male ally program and sexual violence prevention student organization, and assisted with implementing a comprehensive bystander intervention program. After having worked as an office administrator for the Center for Social

Justice, Kourtney lead the People of Color Caucus with Fertile Ground Institute, worked as the administrative assistant for Culture Reframed – a leading NGO educating on commercial sexual exploitation – and was a featured speaker at the 2014 Earth At Risk: The Justice & Sustainability Conference. Kourtney is a published author and his articles are available on several activist websites. He grew up in Illinois, served five years in the Army National Guard, and moved to Santa Fe with his wife in July 2016.

Eileen Everett, Co-Facilitator, is a wildlife biologist turned outdoor educator having had the honor of teaching over 25,000 New Mexican students across the state. She has worked as an environmental educator for Audubon New Mexico and the Santa Fe Watershed Association, has run her own consulting firm, Down to Earth Education, and has served as a Climate Change Educator for the New Mexico Museum of Natural History and Science. In early 2016, Eileen stepped into the role of Executive Director of the Environmental Education of New Mexico and later that year became one of New Mexico's first Certified Environmental Educators. She has strong nonprofit experience, having worked in the social sector for over 15 years in a variety of roles. Currently, she is the Co-Chair of the North American Association's Affiliate Network Equity and Inclusion Working Group and is on New Mexico's State Parks Advisory Board. She deeply values an abundance mindset, working collaboratively, education designed for all students, and a more equitable and inclusive world. In her spare time, Eileen can be found tending to her dog pack and goat herd.





Rachel "Rae" Miller believes in work that provides tangible solutions to our most pressing problems and establishes systems for collaborative growth moving forward. Having worked with Vicki Pozzebon in various capacities for over a decade now (from small business planning support to developing farm to restaurant programming), she now creates programming and oversees logistics for Prospera Partners. Together they share a talent for creating spaces that guide and inspire sustainable change for leaders and communities.

Rae brings compassion, an eye for detail and systems thinking to her work. She is motivated by a commitment to human-centered systems and community-centered leadership. Her background in urban planning paired with an MBA leaves her uniquely qualified to understand diverse stakeholder needs, mediation strategies, and long-range planning. A decade of professional experience in the nonprofit sector informs her work, as well, where she has worked on many sides of a non profit from supporting business development for an international reaching NGO, to developing marketing and managing fiscal reporting for a health and human services agency, to membership management and event logistics for an impact investment centered philanthropic organization.

Outside of Prospera Partners you can find Rae building with creative community through Abstract Junction, an art collective, and her personal art practice. She also loves decompressing by getting outside with her 11-year old pup, Bella. Rae received a Bachelor's degree in Urban Planning and an MBA from the University of Cincinnati.