



The Philanthropy HUB at the Santa Fe Community Foundation presents:

Dismantling Systemic Racism in the Nonprofit Sector

Facilitated by the Emerging Leaders Team:



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 20 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).



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 environmental educator having had the honor of teaching over 25,000 New Mexican students across the state through mostly multi-day, outdoor programs. 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 Association 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 Chair-Elect of the North American Association's Affiliate Network Steering Committee. 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 real solutions to our most pressing problems and establishes systems for collaborative growth moving forward. Having worked with Vicki Pozzebon in various capacities for almost a decade now (from small business planning support to developing USDA funded farm to restaurant programming), she now creates programming and oversees logistics for Vicki's company, Prospera Partners. Together they share a talent for creating spaces that guide and inspire sustainable change for leaders and communities.

Rae brings an eye for detail and a passion for 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 stakeholder needs, mediation strategies, and long-term planning. A decade of professional experience in the nonprofit sector informs her work, as well, where she supported fundraising for an international NGO that deployed thousands of community health workers in Kenya and Uganda, handled marketing and accounting for a health and human services agency, and managed membership and event logistics for an impact investment centered philanthropic org -- just to name a few.

Outside of facilitation and consulting, you can find Rae building creative entrepreneurship through her [art](#) and management of a screen-printing shop or decompressing by getting outside with her 10-year-old pup, Bella. She received a bachelor's degree in urban planning and an MBA from the University of Cincinnati.