

## Honie Ann Peacock

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### ► Summary and Goals:

*A multi-dimensional, entrepreneurial, socially-conscious leader and collaborator with an extensive track record in promoting and implementing economic development and social change for women and minority-owned businesses and community-based non-profits in the arts, education and human services.*

*Social entrepreneur, coach and mentor, motivational speaker, instructional designer and facilitator, activist, women's rights advocate, former corporate executive and social worker whose **goals** are to play a key role in creating and/or amplifying action-oriented projects with great impact and import that result in positive change.*

### ► Charlottesville, Va. 2016–Present

#### ► Phase I – Exploring Possibilities – Workshops and Organization Committees

- **CNE Workshop Panelist** – Partnering between non-profits and the business community. My role: expertise on social entrepreneurship
- **Quadruplicity Logistics Committee member** [Chamber of Commerce Business Women's Roundtable] 2017, 2018 in charge of Raffle and Door Prizes. Established new ways of giving donors visibility; set new records each year on number and value of gifts. 2017, 2018.
- **Workshop series at The Elderberry Herbalist** – plant-based, hands-on cooking classes highlighting organic herbs, greens and other produce. Restaurant level, delicious, creative, healthy, nutrient dense recipes that inspire busy people to cook more healthy food at home.
- **CIC Mentor and Facilitator to an on-going Circle of CIC Entrepreneurship Program graduates**
- **Senior Center – “Healthy Holiday Fun with Hon”** – hands-on cooking workshop
- **Women United in Philanthropy Grants Committee member** – evaluate grant proposals and conduct site visits from 26 local non-profit organizations.

#### ► Phase I – Exploring Possibilities – Business Coaching & Mentoring

- **YLAI [Young Leaders of the Americas]** – hosted by Presidential Precinct in Charlottesville, Va. Mentored a social entrepreneur from Peru for her two-week stay in Charlottesville.
- **Mandela Washington Fellowship** – hosted by Presidential Precinct in Charlottesville, Va. Facilitator/Mentor for five young leaders from Africa for a 6-week leadership development program co-sponsored by The U.S. State Department, UVA and William & Mary College.
- **Coach, Mentor to ten [10]** social enterprises and small businesses in the Charlottesville area including: floral and garden design; recycled glass countertops, wall panels, tables and decorative objects; Pilates/Gyrotonic Exercise; vintage decorative arts; body work and realignment therapy
- **Kitchen Coaching sessions** – 2 hr sessions in client kitchens for six families

### ► NYC 1970–2015

#### ► Business Owner/Social Entrepreneur – Founder-Owner

- **HAP'nings now inc. 1994–Present** – Founder/Owner of a strategic coaching and consulting firm that empowers small women and minority-owned businesses to reach their maximum potential; and helps non-profits start/earned income streams to lessen dependency on government and foundation grants.
- **Change 2000 Inc. NYC 10/96–7/99** – **Founder, General Manager and Director of Hospitality Services** of an *entrepreneurial, educational 501[c]3 company* at The Riverside Church that was simultaneously a 7-day/ week, catering and café business with a staff of twenty and an internship program for young adults working toward a career in hospitality and food service. Budget: \$450,000/yr. Earned income \$250,000/yr. Catered 700 events in 24 months plus café breakfast and lunch 6 days/wk. Built strategic alliances with Upper Manhattan CBOs; New Heights Neighborhood Center Consortium; the Cornell Workforce Development Consortium. Secured partial

foundations. This program piloted for the prior two years at Park West High School in Manhattan and was featured on ABCTV Eye Witness News.

- ▶ **Constructive Management & Contracting Corp., Python Drilling & Testing, Inc. '82-'90** Co-Founder of two geotechnical & environmental drilling and consulting companies. As COO directed marketing, finance, administration, and project management for \$1mil. company with two facilities, 18 employees. Secured U.S. Small Business Administration loan with winning business plan. Grew company from \$50,000 sales to \$1mil. in 5 years.

## ▶ Small Business And Non-Profit Development

### ▶ Workshop Design & Facilitation

- ▶ **Design, Facilitate, Coordinate seminars, conferences and workshop series for M/WBE businesses and non-profits to grow jobs, neighborhoods and communities. Including:** business & strategic planning, organization development, budgeting and pricing, effective presentations, managing a small business, communication techniques, creating a respectful workplace, marketing, joint ventures, and corporate image-building
- ▶ **Design and facilitate workshop “Creating a Respectful Workplace”** for Queens Borough President’s Office Small Business Initiative
- ▶ **Facilitate workshop series for corporate employees** of Eileen Fisher, Metlife, EURO and St.John’s University

### ▶ Social Entrepreneurship Program Development and Implementation

- ▶ **Consultant to nine Bronx arts non-profit arts organizations** in development of Earned Income Business Plans totaling 400K in Citibank Cultural Venture Fund grants. Each grantee received a six-month consultancy to develop the Plan and begin implementation.
- ▶ **Create, get funding for, and facilitate L.I.G.H.T.** a week-long program of two one-day workshops and one-on-one consulting intensives for non-profit organizations [from theaters to volunteer fire departments] in two North Texas counties that develop/expand earned income projects and decrease dependency on funding.
- ▶ **Workshop Designer/Facilitator on Social Entrepreneurship** for members of the Brooklyn Arts Council
- ▶ **Workshop Co-Leader and Moderator on Social Entrepreneurship** for non-profits hosted by The Center for Non-Profit Success.
- ▶ **Workshop Co-Leader: Social Work Entrepreneurship** Columbia University School of Social Work Alumni Conference
- ▶ **Lead Consultant** to the National Association for Minority Contractors [NYSAMC] to write and implement curriculum for NYC Dept. of Small Business Services three grants [2007–2110] to build capacity in M/WBE firms.
- ▶ **Produce, coordinate and facilitate** the team of Mayoral agencies that created the “First NY City-Wide Vendor Outreach Program”. Resulted in 1000+ more M/WBEs entering the NYC contracting process
- ▶ **Mentor, Coach and Workshop Facilitator** to numerous Artists and Artisans helping them grow to the next level as professionals and as businesses as consultant to Bronx Council of the Arts
- ▶ **Coach, Mentor and Consultant** to guide the development and implementation of “out-of-the-box” “big picture” strategies for programs, sustainability, funding, promotion, and short and long-term planning
- ▶ **Career Development**, motivational speaking presentations to undergraduate, graduate, and continuing ed students at CUNY and SUNY colleges and Austin College, Sherman TX.
- ▶ **Marketing Strategy Implementation: Design concepts for, develop, write and coordinate graphics for collateral materials:** ads, news journals, dvds, brochures and websites for numerous M/WBE construction-related and arts related small businesses and non-profits.
- ▶ **Kellogg Grant for Developing a 5-Yr Strategic Plan** for ABC Connects Inc., a new paradigm of community school model, taking it from international pilot to operating entity
- ▶ **Conduct strategic consultations** eight [8] dance companies at Dance NYC’s 2013, 2014 Symposiums

## ▶ Building Collaborations And Strategic Alliances

- ▶ **Collaboration of Funders** on Children of Incarcerated Parents
- ▶ Strategic Alliances with Cornell Workforce Development Consortium, Manhattan Borough President's office, and New Heights Neighborhood Center
- ▶ **Led team of Mayoral Agencies** in "First City-Wide Vendor Outreach Program"
- ▶ **Steering Committee Founding Member**, Main Street Revitalization in Village of Catskill, NY to attract and promote business for art galleries and craft shops on the Street. Created monthly evening events called "Catskill Strolls" to bring business for galleries and artisans to Main Street and create job opportunities for local residents.
- ▶ **Successfully lead and facilitate** twelve city, state and federal government agencies to produce a precedent-setting, simplified M/WBE Uniform Certification Application Form in New York and New Jersey still used today.
- ▶ **Arts Stabilization Grants Panel**, NJ State Council on the Arts
- ▶ **Board and Advisory Board Positions** as listed below

## ▶ Prior Corporate Career in Human Resource and Affirmative Action Management

- ▶ **Philip Morris** [now Altria] Corporate headquarters – Corporate Affirmative Action Manager
- ▶ **Chesebrough-Pond's** [now Unilever] – Corporate Affirmative Action Manager
- ▶ **Alexander's Inc.** – Corporate Staff Development and Management Training Director
- ▶ **Memberships and Boards positions in Professional Organizations:** Professional Women in Construction, National Assn of Women Business Owners, Women's Business Council, National Assn of Personnel Women, Professional Women in Affirmative Action

## ▶ Education and Achievements

- ▶ Masters in Social Work, Columbia University
- ▶ B.A. History of Art, The University of Michigan
- ▶ Restaurant Management Certificate, New School University
- ▶ Selected as a member of the KAL College of Consultants
- ▶ Award from NY Chamber of Commerce & Industry as one of six small businesses recognized for accomplishments and commitment to NYC
- ▶ Board Director, NY Chamber of Commerce & Industry
- ▶ "Women's Business Advocate of the Year" award – the U.S. Small Business Admin. – 1990
- ▶ Advisory Board, NYC Procurement Policy Board during Mayor Dinkins' tenure
- ▶ Advisory Board for M/WBEs appointed by Mayor Dinkins
- ▶ Featured in *Working Woman Magazine*, Channel 7 Eye Witness News, CBSTV News, *Newsday*, *New York Magazine*, *Food Notes*, *The New York Times*, *Columbia University Spectator*
- ▶ Create and edit first corporate-wide newsletter for Chesebrough-Pond's
- ▶ Published author of professional issues articles: NY Construction News, CIT *Lending Connections*, Intl Assn Personnel Women Journal
- ▶ Board Director, Charles Lawrence Keith & Clara Miller Foundation 2000–Present
- ▶ Acting Board President & Director, Alpha Omega Theatrical Dance Company
- ▶ Community Mentor in the Leadership Institute Program, Austin College, Sherman, TX.