



Mayor of Providence

Jorge O. Elorza

January 10, 2020

Honorable Members  
Providence City Council  
City Hall

Dear Honorable Members:

Pursuant to Sections 302(b) and 701 of the Providence Home Rule Charter of 1980, as amended and Public Law, Chapter 45-50, Sections 1 through 31 passed in 1987, I am this day re-appointing Nina Pande of 182 Adelaide Ave, Providence, RI 02907, as a member of the Providence School Board for a term to expire on January 31, 2023, and respectfully submit the same for your approval.

Sincerely,

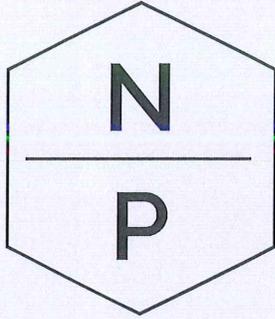
Jorge O. Elorza  
Mayor

IN CITY COUNCIL

FEB 06 2020

READ  
WHEREUPON IT IS ORDERED THAT  
THE SAME BE RECEIVED AND APPROVED

CLERK



# NINA K. PANDE

NONPROFIT EXECUTIVE

## CONTACT

-  401.263.6143
-  ninapande@mac.com
-  Providence, RI
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## EDUCATION

### MASTER'S DEGREE

Social Work  
New York University  
1994 - 1995

### BACHELOR OF SCIENCE

Social Work  
Colorado State University  
1989 - 1993

## SKILLS

- New Business Development
- Impactful Program Design
- Developing Policy
- Cultivating Relationships
- Fund Development
- Marketing and Communication
- Contract Negotiations
- Change Management
- Grant Writing and Management
- Recruitment and Team Building
- Executive Presentations
- Budget and Finance
- Business Management
- Public Speaking
- Team Leadership
- 360-Degree Analytical Thinking

## PROFESSIONAL PROFILE

Accomplished, results-oriented executive with a proven track record of transformational leadership in start-up, turnaround, multi-service and high-paced organizations. Exceptional interpersonal skills, capable of solving complex internal and external problems. Knowledgeable in all aspect of business operations including human capital management, finance, marketing, relationship cultivation, program design and fund development. In-depth understanding of working with diverse stakeholders from business executives and elected officials to community members and volunteers. Thrive in dynamic, challenging environments while remaining empathic and focused.

## EXPERIENCE

### FOUNDING EXECUTIVE DIRECTOR

Skills for Rhode Island's Future / Providence, RI / 2016 - Present  
Annual Budget: \$8.6M Staff Size: 38 FTE

- Successful launch of start-up demand-driven, workforce agency designed to close the workforce skills gap, drive business growth, and move unemployed and under employed Rhode Islanders into open positions while directly responding to the hiring needs of employers.
- Responsible for engaging C-level executives from national and local companies and securing their commitments to partner with agency.
- Work closely with elected officials, state departments and funders to develop statewide strategies for economic growth by ensuring a skilled workforce.
- Serve as a thought leader on demand-driven solutions to workforce development and shift the current culture of supply driven practice.
- Develop and implement all agency policies and recruit, hire and train agency staff now at 38 employees.
- Consistently exceed yearly goals by 37%, posted a 582% ROI and returned \$35.3M to the local economy by securing employment for 1800 job seekers.

### EXECUTIVE DIRECTOR

Federal Hill House / Providence, RI / 2007 - 2016  
Agency Budget: \$2.5M Staff Size: 43 FTE, 10 PTE, 487 Volunteers

- Led agency's strategic turnaround to become more reflective of its neighborhood's population and community need.
- Increased agency budget from \$925K to \$2.6M in six years, added 23 new jobs, diversified its staff, built cultural competency across all programs and initiated highly effective programs for multi-generational clients.
- Built lasting relationships with local and federal funders and improved the agency's reputation as a leader in early childhood education, senior services and impactful volunteerism.

## TECHNOLOGY SKILLS

Microsoft Office Suite

Adobe Creative Suite

Applicant Tracking System (ATS)

Client Relationship Management (CRM)

QuickBooks Online

Social Media Platforms

Targeted Email Marketing

## PERSONAL SKILLS

- Adaptability
- Motivation
- Flexibility
- Creativity
- Empowerment
- Integrity

## CERTIFICATIONS

Strategic Nonprofit Management  
Harvard University . Cambridge, MA  
2013

Leadership Rhode Island – Theta II  
Providence, RI  
2012

Hassenfeld Institute for  
Public Leadership - Training  
Bryant University . Smithfield, RI  
2011

## INTERESTS & HOBBIES

- International travel
- Theatre & Arts
- Volunteering
- Graphic Design
- Hiking & Snowshoeing
- Cooking & Entertaining
- Creative Writing

## EXPERIENCE continued

### DIRECTOR OF SOCIAL SERVICES

Nickerson Community Center / Providence, RI / 2001 – 2007  
Annual Budget: \$3.1M Staff Size: 46 FTE, 13 PTE

- Grew the agency's social service department from two to seven programs and increased the department's annual budget from \$78K to \$2M in four years.
- Supervised 37 staff and assisted the executive director in securing and managing \$5M in state and federal contracts.
- Designed and opened residential services for Veterans and previously incarcerated youth.

### ADJUNCT FACULTY

Rhode Island College / Providence, RI / 1997 – 2008 (intermittent)

- Taught graduate, undergraduate and case management certificate classes in the School of Social Work.
- Created engaging curriculum and lesson plans that represented real work expectations.
- Worked closely with students to help raise workplace expectations, performance and career goal setting.

### CLINICAL SOCIAL WORKER

RI Department of Children, Youth & Families / Cranston, RI / 1995 - 2001

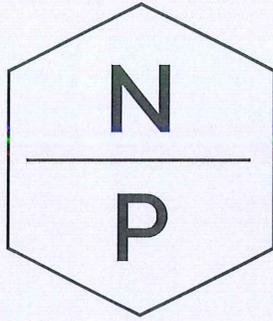
- Managed clinical services and treatment plans for youth serving time in Rhode Island's juvenile detention center (RI Training School).
- Collaborated with family court, treatment team of psychiatrists and psychologists, community agencies and school departments to develop educational and community re-entry plans.

## PROFESSIONAL ACCOMPLISHMENTS

- Successful launched start-up nonprofit agency
- Secured \$30M+ in federal, state, municipal and foundation grants in 15 years
- Developed strategic partnerships to implement high-quality program including the Daily Orchestra Program with Community Music Works; Living Well RI with Department of Health; Providence Volunteer Income Tax Assistance Program with United Way of RI and a coalition of 7 agencies; Providence Talks with City of Providence and; Federal Hill Fire Hawks with RI Special Olympics
- Designed 4-star rated, tri-lingual early learning program within a community center
- Partnered with Department of Veterans Affairs and secured federal funding to open transitional housing for dual-diagnosed homeless Veterans
- Designed and opened therapeutic group home for previously incarcerated youth

## BOARDS & AFFILIATIONS

- Providence School Board – Vice President & Finance Committee Chair
- Providence Board of Contract & Supply – board member
- Federal Hill House – board member
- Serve RI – board member
- Governor's Workforce Board – former member (2015 – 2017)
- Society of Human Resource Management (SHRM) - member
- Greater Providence Chamber of Commerce - member
- Newport Chamber of Commerce – member
- India Association of Rhode Island - member



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  -  Providence, RI
  -  [Linkedin.com/in/ninapande](https://www.linkedin.com/in/ninapande)
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## REFERENCES

### **WILLIAM F. HATFIELD**

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Market Executive - Rhode Island  
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