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Private Sector Business Experience

2021 – present, 12th and Upton Associates, Principal. Company provides low cost assistance to select businesses and non-profits. Service areas include organizational design, fund raising and grantmanship, information and systems design and management.

2016 – present, Pivot Payables, Inc. Board member and fractional VP of Engineering
Pivot Payables is a SaaS provider of expense and invoice processing workflow solutions
Role: Build software development capabilities, provide software architecture direction, contribute to formulation of strategy, work with development team to resolve day to day issues, design and manage cloud deployment in Amazon

2016 – present, Click Deal Buy! Inc, Board member and fractional Chief Technology Officer
Click Deal Buy! Is a pre-product startup aiming to make shopping easier and more fulfilling
Role: Define product and technology strategy, assist in developing business plans and investor presentations, qualify software development partner companies

2017 – present, Relentless Marketing LLC Managing Member and finance officer
Relentless Marketing developed and delivers a SaaS platform for automating marketing campaigns
Role: Bookkeeping and accounting, preparation of tax returns, assist in resolving operational issues with service delivery

2020 – 2021, Bushtracks Expeditions, fractional Chief Information Officer
Role: Managed development of web site and online custom travel booking application. Manage cloud deployment in Amazon Web Services.

1999 – 2021, EC Wise, Inc. Vice President
EC Wise provides Information Technology services including software development, operational support for SaaS services, information security consulting and privacy compliance services
Role: Managed the business defined all internal processes, including client billing, bookkeeping and accounting, human resources, set up and manage payroll, set up and manage 401k, marketing, including producing brochures and writing all web site content. In client engagements, managed software development projects, played software development architecture roles, designed and built databases, defined technical standards

1995 – 1998, EC Company (no relation to EC Wise), Vice President Product Development
EC Company launched and operated an early B2B commerce platform
Roles: Product design, software development management, oversee design and build out of data center capable of securely processing large volumes of transactions, assisted in investor presentations

1992 – 1999, Miller Freeman Media, Contributing Editor
DBMS Magazine covered databases, Intelligent Enterprise covered corporate adoption of Information

technology, Web Techniques covered early application development initiatives on the world wide web
Roles: Wrote monthly column and quarterly feature articles.

1987 – 1995, SBT Accounting Systems, multiple roles starting from Product Manager, Director of Engineering, Vice President of Engineering, Vice President of Architecture
SBT was among the earliest developers/providers of full featured multi-user accounting software for the mid-market
Role: Designed products, designed databases, managed software development function, wrote production code

1984 – 1987, GPS Systems, President
GPS Systems provided information technology consulting services to early adopters of PC (including Macintosh) based business solutions, including the state of Michigan, Big 5 accounting firms, and numerous small businesses and non-profits
Role: Managed the business defined all internal processes, including client billing, bookkeeping and accounting, human resources, set up and manage payroll, marketing, including producing brochures and developing vendor relationships. In client engagements, managed software development projects, designed and built databases, created database applications

1983 – 1984, GPS Associates, President
GPS Associates assisted local governments and businesses interested in accessing federal and state programs for funding and program assistance
Role: Marketing and sales, wrote grant applications, wrote business plans, made business plan presentations

1974 – 1977, Cornell University South Asia Publications Department, Shipping Clerk
Role: Fulfilled orders for books and monographs; packed materials and handled interactions with USPS and UPS for shipping.

1974 – 1975, Pirro's Pizza, Cook and Delivery

1972 – 1973, Self Employed Handyman

1972, 1973, Prudential Insurance (summer jobs)
Role: Data entry and analysis, auto insurance policy modeling

1971, 1972, Camp Counselor, Murray Grove (Unitarian Universal Camp, now retreat center)

Government Experience

1981 - 1984, City of Lansing, MI Economic Development Corporation, Commercial Industrial Officer
EDC was the agency working directly with local businesses interested in taking advantage of government programs for funding and resource development
Role: Developed applications for grant assistance under U.S. Department of Commerce and Department of Housing and Urban Development programs, Assisted in preparation of documentation for many tax-exempt industrial development bond issues supporting businesses operating in the city. Evaluated all requests from business for various subsidization programs and made recommendations to Board. Worked with regional team preparing plans for several redevelopment programs.

1977 – 1981, City of Lansing MI Planning Department, City Planner

Roles: Land use planning (1977 – 1979) including review of zoning change and subdivision requests, economic and community development planning (1979 – 1981) including preparation of plans, urban development action grant programs. Wrote environmental assessments for several projects.

NGO and Non Profit Experience

2022 – Changing the Narrative Africa. Developed criteria for selection of ERP (accounting) system and coordinated selection process. After system was selected, built chart of accounts and loaded initial transactions. Worked with Executive Director to identify grant opportunities. Researched and developed a plan for regulatory compliance in conjunction with import of food stuffs from producers in Africa.

2022 – Solar Village Project. Developed criteria for selection of donor and fund management system and coordinated selection process. After system was selected, prepared existing constituent and donor data for loading.

2022 – SoWashCo Cares. Developed criteria for selection of donor and fund management system and coordinated selection process. After system was selected, prepared existing constituent and donor data for loading.

2021 – 2022, Earth Law Center, prepared content for annual report, assist with administrative functions, prepare template advocacy letters.

2021 – present, Musicians Council on Fair Wages, consultant, general capacity building engagement. Designed programs to improve viability of New Orleans musicians, evaluated CRM and fundraising platforms and made selection, evaluated apps for managing independent band leaders and musicians, assist in writing grant applications, updated Web site, wrote press releases.

2014 – 2019, South Hayward Parish, Hayward, CA, Board Member and Secretary

Role: Managed and organized all corporate documents (by-laws, minutes, policies), implemented Sharepoint for document management. Managed corporate IT and web site, produced most of the web site content. SHP produced the annual Hayward MLK Day program; I was coordinator and spoke at the event in 2017. Wrote press releases for all news worthy events and flyers for all activities. Worked closely with government agencies and legislators (mainly City Council, County Commission)

2013 -2020 Congregation Shir Ami, Social Action Committee Chair, 2013- 2017, member, 2018-2020 (until I moved out of the area). Coordinated Congregation's participation in food and shelter support programs, community educational programs, annual Castro Valley Pride day, etc. Launched Community Garden on-site. Wrote weekly Social Action email blasts and monthly articles for the temple's newsletter.

1982 – 1987 Housing Assistance Foundation; Housing Resource Center, East Lansing, MI., Board Member. Worked on setting policies and direction for organization that provided tenant assistance.

1980 - 1984, Alternative Bookstore, East Lansing, MI, Founder and manager

Served the local alternative politics and LGBT communities. Developed the original inventory, found and rented the space, marketed the store through local media, and arranged for coverage of all the hours the store was open. Honestly, I started it with a more progressive politics orientation, and a radical feminist collective sort of hijacked it (well I hired someone from that community as on-site manager and

the rest, is, as they say herstory). That enabled it to survive my departure, and made it somewhat more successful over time than my original concept would have been.

1978 – 1984 East Lansing Food Coop, Board Member, Chairman. Led organization through growth from buying club model to storefront.

1975 – 1977 Ithaca Rest of the News, Syndicated radio program addressing social justice and equity themes.

Role: Wrote, voiced and produced radio programs that aired on a number of college radio stations. We spliced tape! I have a very grainy looking catalog, but suffice it to say we did a lot of programs on struggles for liberation in Africa, Native peoples struggles in North America, and what was happening in the cities of America.

1975 – 1977 Ithaca Real Food Coop, Board Member, Treasurer, Associate Buyer

IRFC was one of the original food coops, made sort of famous because we bought the produce for Moosewood Restaurant. I was on many of those runs up to Syracuse where we inspected fresh foods and negotiated with the farmers and wholesalers. I handled the money, kept the books, and reconciled accounts with all the members. Even though I was an undergrad at the time, I apparently earned the confidence of the community since I don't recall any issues with people claiming real issues between what they ordered, received, and paid for.