

New bio:

I help nonprofits turn 3,000 funder matches into 25-100 who are actively funding NOW—using AI that thinks like a program officer, not a search engine. 50% of nonprofits say this is their biggest challenge. Not because funders don't exist, but because existing tools bury them under dead ends.

I learned this the hard way. When Outdoorthm Collective (the nonprofit I co-founded with my wife, Sally) was overwhelmed by false positives, I built a tool trained to mirror funder psychology. The George Family Foundation surfaced at the top. Bill George had been my professor, but I'd never connected his foundation to our outdoor equity work. Meeting booked within 24 hours. That's the difference between data and intelligence—one gives you websites, the other gives you pathways.

That's when it clicked: the revolution isn't about who can code. It's about who understands the problem space deeply enough to know what to build.

At Kindora (the Public Benefit Corporation I co-founded), we're proving what's possible: professional fundraising intelligence in hours for \$25/month instead of waiting weeks and paying thousands. Built for the 70% of nonprofits with fewer than 10 staff who've been completely priced out of professional tools.

After directing \$700M at Google.org—including a \$100M outcomes-based loan fund projected to deliver over \$1B in wage gains—I know the tension between win-wins and real change. Between generosity and justice. Between innovation and the patient work of shifting systems. I'm using everything I learned at scale to equip today's problem-solvers.

Most nights you'll find me building in our Oakland living room after our four girls are asleep. Or taking 50 families camping under redwoods—because the best things can't be hoarded. Or in nonprofit basements, figuring out how Oakland keeps its value instead of exporting it.

I left Google's stability—the salary, the perks, the path to real wealth—to do work that matters more than stock options I never fully vested.

Background: Harvard Business School and Harvard Kennedy School. Engineering from UVA. Trustee at The San Francisco Foundation. Currently also serving as a Fractional Chief Impact Officer, helping high-growth impact organizations navigate a path to scale. I write about the tensions nobody wants to discuss.

Let's connect if: You're drowning in a problem you understand better than any algorithm ever could. The tools exist. The window is open. The work finds a way.

Old bio:

You know how everyone loves the idea of 'doing well by doing good,' but as you scale it can feel like you're trading the soul of your work for the fuel to keep it alive?

I've spent two decades wrestling with that tension—transforming over half a billion in corporate giving into initiatives that not only turn heads but truly move the needle—and I help organizations find that elusive sweet spot where purpose and profit don't just coexist but make each other unstoppable.

I'm a fractional Chief Impact Officer and strategic advisor dedicated to proving that bridging purpose and profit isn't just possible—it's transformative. From leading the National Society of Black Engineers during my engineering studies to serving both Bain & Company and its nonprofit sister firm The Bridgespan Group, I've spent my career at this intersection. At Google.org, I directed a \$698M philanthropic portfolio that pioneered innovations like a \$100M outcomes-based loan fund projected to deliver over \$1B in wage gains and the \$75M AI Opportunity Fund designed to upskill over one million Americans.

My approach blends C-suite strategic muscle with a steadfast commitment to social impact. Drawing on my engineering mindset and management consulting expertise, I craft solutions that balance boardroom rigor with authentic community engagement. Whether designing AI-powered programs or building cross-sector coalitions, I embed as a part-time executive leader—aligning teams, driving measurable results, and ensuring equity is foundational. At Year Up United, I demonstrated this approach by driving 50% site growth while building corporate partnerships that transformed outcomes for urban young adults.

Today, as a part-time co-founder of two ventures—Outdoorithm, a technology platform making camping more accessible, and its sister nonprofit Outdoorithm Collective, which organizes guided trips for urban families—I bring a founder's perspective to helping mission-driven organizations achieve sustained impact. When I'm not building AI-powered tools or leading community camping trips, I'm exploring the outdoors with my wife Sally and our four daughters, putting our mission into practice.

If you're ready to turn bold ambitions into real impact, let's explore how fractional executive leadership can transform your aspirations into measurable outcomes within months.