

# Catherine D. Cushinberry, Ph.D.

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**Qualifications Summary:** A highly accomplished and experienced nonprofit professional with experience as CEO of a \$90M+ organization, National Executive Director, Executive Director, Vice-President, Director of Research, Resource Development Director, and consultant domestically and abroad. Serving national organizations (federated and non-federated), local grassroots organizations, in the areas of youth development, education, social services, along with higher education

## Professional History

AdCul, LLC	Principal Consultant	2023-present
Hopelink	CEO	2021-2023
City Year (Memphis)	Vice President/Executive Director	2017-2021
Parents for Public Schools	National Executive Director	2014-2017
Girls Inc. National Office	Director of Research	2009-2014
Boys and Girls Club of JMC	Executive Director	2006-2009
Family and Communication Consulting	Principal Consultant	2004-2009
International Academy of Film and TV	Consulting Vice President	2005-2006

## Accomplishments

- Partnered with a team which led to the largest fundraising outcome in the history of a 10-year-old event and almost doubled the amount in the prior year
- Within two years, grew the budget of an organization from \$74M - \$94M through diverse funding structures and advancing fundraising practices
- Partnered with leaders across five national youth development organizations with budgets ranging from \$7M to \$100M to develop a plan for partnership and collaboration
- Moved an organization in its 2nd year of startup to one of the highest performing sites within a national organization in all areas – fundraising, program effectiveness, staff and client satisfaction
- Led a national organization through a thoughtful and compassionate reorganization to “right size” budget, operations, and board governance which moved it from an organization with two months of operation to a fiscally healthy organization
- Collaborated with a founder/executive director in Los Angeles to assess the organization for the scaling of it beyond the Rampart District to other parts of Los Angeles
- Partnered with an international proprietary school in the Philippines for organizational culture and change and redirected the organization in year three of their startup to be competitive in the region – reorganized the staffing structure, developed a healthy work environment and culture among a globally diverse team

## Education/Certifications/Licenses

Ph.D. in Human Development and Family Studies, University of Missouri – Columbia  
Master of Arts in Organizational Communication, University of Memphis, Memphis, TN  
Bachelor of Science in Organizational Communication, Murray State University  
Leadership Memphis 2018  
Leadership Jackson 2006