

MORGAN N. RIDER

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Innovative business and nonprofit leader with over 25 years of experience helping public and private *sector organizations develop and implement programs to protect human health and the environment. Currently taking executive leadership certificate in Financial Success for Nonprofits from eCornell.*

Advanced Expertise and Skills

- Nonprofit and business leadership
 - Marketing and communications
 - Conservation finance
 - Climate resilience
 - Partnerships and coalition building
 - Water quality and natural resource policies and management
 - Diversity, equity and inclusion
 - Skilled instructor, presenter, and trainer
 - Grant review and fundraising
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Professional Experience

Thriving Design, Cofounder

2020- present

Cofounded Thriving Design, a garden product company based on the innovative C-BITE garden clip.

- Created go-to-market strategy including cost estimates to bring product to market.
- Launched website, social media platforms and marketing plan to introduce this new product to the gardening community.
- Led development of a national sales strategy, including partnerships with leading garden category manufacturing reps.
- Developed business and financial plans to determine break-even points and ensure success.

The Climate Trust, Board Member

2017 - present

Responsible for helping staff set and achieve the vision and mission by ensuring sound business decisions, providing fiduciary oversight, participating and approving strategic and policy decisions, and advocating for the organization by providing access and influence to support organizational objectives. Leading integration of diversity and equity considerations into organization's long term strategy.

- Review and approve the evaluation of carbon offset projects The Trust is considering for making a purchasing commitment.
- Oversee management of the operating budget (approximately \$2.5 million), private equity fund performance (balance sheet of approximately \$30 million) and annual financial audit.
- Conduct annual performance reviews of executive leadership, ensuring fair and adequate pay.
- Set agenda and chair board meetings.

The Wetlands Conservancy, Board Member

2016 - 2020

- Actively participated at board meetings to discuss fiscal and organizational strategies regarding planning and implementation of calendar events, programs and communications.
- Contributed in helping TWC reach it's fundraising goals through donor cultivation and stewardship, soliciting sponsorships and raising funds through social media campaigns.
- Led engagement and participated in the implementation of TWC's new Loyal Donor Program.
- Advised and contributed to messaging and outreach for social media, PR, direct mail and organization's website.

Grady Britton, Connector

2015 - 2019

Responsible for business development B Corp brand and advertising agency. Outreach and relationship cultivation focused on client's in natural resources, non-profit, and natural and organic food categories.

- Developed strategic business development plan, and conducted quarterly reviews of key performance indicators to ensure business objectives were being achieved.
- Managed and wrote proposals to secure new clients and business for projects worth >\$3,000,000.
- Founded and led the agency's Diversity, Equity and Inclusion team.

Oregon Department of Environmental Quality, Commissioner

2012 - 2017

Appointed by Governor Kitzhaber to serve on the Environmental Quality Commission (EQC), a five-member volunteer citizen panel, for citizen oversight of the Department of Environmental Quality.

- Reviewed and approved new rules, policies and programs for protecting the state's land, air and water quality.
- Facilitated rulemaking advisory committees and policy recommendations.
- Appointed and provided oversight of DEQ's Director, and conducted performance review.
- Participated in strategic planning for the agency's goals and priorities.

Oregon Watershed Enhancement Board, Board Member

2012 - 2016

Represented DEQ on OWEB board, responsible for review and approval of grant applications for funds to accomplish watershed restoration activities, and was responsible for establishing Oregon's long-term strategy for achieving sustainable watershed health.

Ecology & Environment, Senior Project Manager

2003 - 2011

Led E & E's sustainability, environmental compliance and emergency management business sectors.

- Supervised project teams of 40 people and managed 10 direct reports.
- Managed multiple clients' projects ensuring adherence to scope, schedule and budget.

Nike, Environmental Compliance Manager

2002 - 2003

- Responsible for developing standards that defined environmental performance requirements, and developed and conducted training for over 900 global contract manufacturers.
- Contributed to strategic planning for global supply chain management of EHS programs.

Education:

B.S., Civil & Environmental Engineering Cornell University, 1991
 Certificate, Nonprofit Management for Financial Success, 2020
 Certificate, International Practitioners in Advertising - 4As, 2017

License:

Registered Professional Engineer, State of Oregon (not active)

Current Affiliations:

Earth Day Oregon Steering Committee
 1% for the Planet Individual Member and PNW Steering Committee
 Climate Collaborative Consumer Engagement Advisory Committee

Past Affiliations:

B Corporation Ambassador and PDX B Local Board Member
 Oregon Outdoor Education Coalition Steering Committee
 OBA Pollution Tax Credit Advisory Committee
 OBA Healthy Climate Transportation Committee