

# REV. DR. CHRISTINA MAY

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## SUMMARY OF QUALIFICATIONS

Nonprofit Management  
Program Evaluation  
Project Management

Organizational Development  
Human Resource Management  
Policy Analysis

Business Process Analysis  
Budget Analysis  
Strategic Planning

## EDUCATION

<b>MA of Divinity</b> in Interfaith Theology Specialization in <b>Community Building</b> All Paths Divinity School, Los Angeles, CA	2017
<b>PhD</b> in <b>Human Services</b> , with distinction Specialization in <b>Nonprofit Management and Leadership</b> Capella University, Minneapolis, MN	2014
<b>Certificate</b> in <b>Executive Leadership</b> Cornell University, Ithaca, NY	2014
<b>Management</b> , 30 graduate credit hours Indiana Wesleyan University, Marion, IN	1997
<b>MPA</b> in <b>Public Administration</b> , with distinction Specialization in <b>Public Management</b> Troy University, Troy, AL	1995
<b>U.S. Navy Officer Candidate School</b> , with honors Newport, RI	1990
<b>BGS</b> in <b>General Studies</b> , with distinction Concentration in <b>Political Science</b> Indiana University, Kokomo, IN	1989

## TEACHING AND TRAINING EXPERIENCE

<b>Adjunct Professor</b> Appalachian State University	2015 – Present
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- Principles of Fund Raising (COM3620)
- Intro to Not-for-Profit Organizations (IDS2450)
- First-Year Seminar (UCO1200)
- Nonprofit Management: Links to Governance (PA4660)
- Field-Based Research (PA5010)

- Not-for-Profit Organizations (PA5270)
- Nonprofit Minor Independent Study (IDS3500)
- Nonprofit Minor Individual Study (IDS2500)

### **Faculty Supervisor**

2018 - Present

Appalachian State University

- Nonprofit Minor Internship (IDS3900/4900)
- Criminal Justice Internship/Capstone (CJ4900)
- Political Science Internship (PS4900)
- Political Science Internship (PS5900)

### **Nonprofit Management Consultant**

2009 – Present

- Design and conduct training for nonprofits regarding establishment and governance
- Develop and lead strategic planning evolutions for nonprofit boards
- Coordinate and conduct nonprofit volunteer training
- Mentor Appalachian State University students during service learning projects
- Advise Ameri-Corps VISTA program interns working with local nonprofits

### **Lieutenant Commander**

1990 – 2006

United States Navy

- Facilitated SME training for business process reengineering projects
- Served as instructor of various professional development sessions
- Taught numerous general military instruction classes
- Trained subordinates at every stage of career
- Created handouts and delivered lectures
- As Regimental Commander at Navy Officer Candidate School, oversaw training of 300 students

## **PROFESSIONAL EXPERIENCE**

### **Internship Coordinator**

2018 - Present

Boone NC

For the Department of Government and Justice Studies and Appalachian State University: Advises over 200 students a year on the process of securing a political science, public administration, or criminal justice internship. Generates over 60 internship contracts a semester. Serves as faculty supervisor for 30 – 40 interns each semester. Develops internship policy, training materials, and course content. Grades weekly internship reports, final research papers, and internship posters. Coordinates career fairs, mock interviews, and other professional development opportunities each semester. Maintains internship webpages and AsULearn pages. Explores and nurtures relationships with prospective and current internship agencies. Conducts internship site visits.

### **Nonprofit Co-Founder and Management Consultant**

2009 – 2017

Boone, NC

Serves as board member for One World Everybody Eats, a global network of over 60 pay-what-you-can community cafes that addresses food insecurity and incorporates innovative resource

and human capital management. Served as vice president of F.A.R.M. Cafe (Feed All Regardless of Means) board of directors during organization planning and establishment. F.A.R.M. Cafe was recently mentioned in the Wall Street Journal as a must-stop on a culinary road trip through Appalachia. Provides consulting, program evaluation, and training to nonprofits in various stages of start-up and operation.

**Small Business Owner and Operator**

2007 – 2011

Boone, NC

Founded and operated Bright Copper Kettles Personal Chef Service, providing gourmet private and personal chef services to clients in a three-county area and working with local nonprofits on hunger solutions.

**Management and Policy Analyst**

1994 – 1995 and 2004 – 2006

Arlington, VA

For the Assistant Secretary of the Navy (Installations & Environment): Hand-picked for the Navy's base closure teams, charged with infrastructure management and strategic sourcing analysis and policy determinations. Solely responsible for analyzing and defending 4 closure recommendations, including cost-benefit and impact analyses, which were eventually approved by Congress. Compiled, evaluated, and translated prodigious amounts of data into dozens of closure, organizational change, and policy recommendations. Developed conceptual models and data collection methods; participated in site training visits; conducted excess capacity, ROI, and quantitative analyses; drafted and edited public correspondence; prepared and presented PowerPoint and other briefs and findings to senior officials; and utilized analytical software.

**Plans and Policies Director, Program Manager, and Manpower Officer**

2001 – 2004

Arlington, VA

For the Chief of Naval Operations: Managed test and evaluation planning of 21 enterprise, HR, and automated information system programs. Fostered collaboration and mediated disputes between developers, testers, and stakeholders to ensure timely introduction of programs. Drafted technical reports of evaluation findings. Designed, administered, and manipulated complex data base to account for testing and evaluation of 300 programs.

**Business Process Reengineering and Management Analysis Officer**

1997 – 2001

Arlington, VA

For the Office of the Secretary of Defense (Joint Requirements and Integration Office): As one of the Navy's top HR technical experts, chosen to serve as member of joint-service team which carried out functional analysis and BPR of the DoD integrated HR system. Conducted training of subject matter experts, led data collection workshops during site visits, undertook extensive research and literature/policy review, utilized numerous process improvement methodologies, led team modeling efforts, and developed detailed reports and recommendations. Evaluated proposed revisions to existing policies based on organizational trends and drafted new policies which resulted in business rules and use cases for inclusion in deliverables.

**Officer in Charge and Project Manager**

1995 – 1997

Indianapolis, IN

For Personnel Support Activity Detachment, Indianapolis: Responsible for all operations to provide pay, personnel, advancement testing, travel, manpower, administrative, and HRIS support to over 5,000 military and civilians in a 5-state area. Supervised and trained over 25 military and civilians. Upon announcement of unit closure, developed, implemented, and coordinated exhaustive year-long plan of actions and milestones and managed project to close the detachment and transfer all services without disruption to customers.

**Acquisition Officer and Contracting Officer's Technical Representative** 1992 – 1994  
Washington, D.C.

For the Defense Intelligence Agency: Managed the Agency's \$1M Blanket Purchase Agreement Account to meet high-priority technology requirements serving over 100 customers. Performed ADP equipment acquisition, contract administration, quality control, and customer service, ultimately receiving over \$10M worth of ADP property. Developed and administered plan to receive, store, and account for over 700 computer systems valued in excess of \$4M. Supervised and trained 5 military and civilian while also administering several multi-million-dollar acquisition contracts and accounts for Agency program systems. Project manager for implementation of Navy's performance appraisal software within the agency.

### **CERTIFICATIONS**

Ordained Interfaith Minister	2017
Certified Manager (CM)	2014
Statistical Product and Service Solutions (SPSS)	2014
Senior Professional in Human Resources (SPHR)	2013

### **PUBLICATIONS**

May, C. M. (2015). *One World Everybody Eats guide to starting a community cafe*. Charleston, SC: CreateSpace.

May, C. M. (2014) *The pay-what-you-can nonprofit restaurant model: A case study*. Doctoral Dissertation. Minneapolis, MN: Capella University.

### **PRESENTATIONS**

*The Pay-What-You-Can Community Cafe Model*, presented to 76 participants at the One World Everybody Eats Global Summit, Philadelphia, PA, 2017

*Community Cafe Fundraising*, presented to 92 participants at the One World Everybody Eats Global Summit, Denver, CO, 2016

*The Pay-What-You-Can Community Cafe Model*, presented to 92 participants at the One World Everybody Eats Global Summit, Denver, CO, 2016

*Legal and Governance Guidelines for Starting a Nonprofit*, presented to 100 participants at the One World Everybody Eats Global Summit, New Brunswick, NJ, 2012

*The Board of Directors: Duties and Responsibilities for Nonprofit Organizations*, presented to 100 participants at the One World Everybody Eats Global Summit, New Brunswick, NJ, 2012

## **PROFESSIONAL ORGANIZATIONS**

Military Officer Association of America	2014 – Present
Society for Human Resource Management	2014 – Present
Tau Upsilon Alpha National Honor Society	2013 – Present
National Organization for Human Services	2013 – Present
Association for Research on Nonprofit and Voluntary Action	2012 – Present
Alliance for Nonprofit Management	2012 – Present
Women in Military Service for American Memorial	1995 – Present
Alpha Chi National Honor Society	1990 – Present

## **VOLUNTEER EXPERIENCE**

Board of Directors The Daisy Group for LGBT Scholarships	2018 - Present
Board of Directors Chair Vice Chair Personnel Committee Chair Strategic Planning Committee Chair Board Development Committee Chair Hospitality House of Boone, NC	2013 – Present
Board of Directors Global One World Everybody Eats Organization	2015 – 2018
Advisory Board Unity Tables	2015 – 2018
Member Watauga County NAACP	2013
Assistant Coordinator Stone Soup Nonprofit Capacity Building Seminar Appalachian State University, Boone, NC	2013
Council Moderator/President High Country United Church, Vilas, NC	2011 – 2012
Board of Directors High Country Pride, Boone, NC	2011 – 2012
Board of Directors Founding Vice President F.A.R.M. Cafe, Boone, NC	2009 - 2012

## **PROFESSIONAL & PERSONAL REFERENCES**

*Professional*

Dr. Phillip Ardoin  
828-262-7187  
[ardoinpj@appstate.edu](mailto:ardoinpj@appstate.edu)

Dr. Jean DeHart  
828-262-2404  
[dehart2jl@appstate.edu](mailto:dehart2jl@appstate.edu)

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828-262-3178  
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*Personal*

Dr. Elaine Gray  
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Kay Borkowski  
828-963-1117  
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