

Roderick D. Hinton

Mobile: 513-616-0903

10861 Lakehurst Court ♦ Cincinnati, OH ♦ 45242 ♦ roderick.d.hinton@gmail.com

Mission-centered, assertive and confident professional with an extensive background in non-profit management, planning and organizational development. Enjoys variety and a fast pace. Thrives when challenged with abstract and unstructured opportunities. Values quality and is creative and systematic in approach to complex situations. Extremely organized and results driven with an understanding of the 'big picture'. Highly effective communicator and team player.

Core Competencies

- ♦ Leadership/Team Building
- ♦ Fiscal Management
- ♦ Planning & Strategy
- ♦ Project Management
- ♦ Fundraising / Relationship Cultivation
- ♦ Business Process Improvement

Professional Experience

The Children's Home of Cincinnati

August, 2016 – Present

"Strengthening families through comprehensive education, behavioral and health services..."

Vice President for Advancement & Community Engagement

Provide strategic leadership and day-to-day management for the designing and implementation of comprehensive agency advancement programs including: annual fund, corporate and foundation relations, major and planned gifts, endowment, capital campaign, constituent relations, stewardship, community relations, marketing & communications, business development, advertising, special events and agency awareness initiatives.

- ♦ Advance the mission, vision and strategic plan of the agency in consultation with the CEO/President, and other senior administrative colleagues.
- ♦ Create and execute a comprehensive fund raising plan that utilizes best practices in annual, major, and planned gift programs.
- ♦ Maintain a dynamic portfolio of high net worth individuals and secure major, capital, and planned gifts, as well as advanced annual gifts, capital and endowment support.
- ♦ Serve as an advocate in the community with local leaders, businesses and corporate partners to cultivate relationships that are mutually beneficial between the agency and the community.
- ♦ Devise and implement effective internal and external messaging and methods of advancement and agency communication.
- ♦ Develop annual plans and administer budgets for the annual fund, gift planning, capital campaign, major gifts, corporate and foundation relations, stewardship and advancement services.
- ♦ Hire, train, motivate and lead 5 direct reports in the execution of their duties and towards accountable, goal-oriented outcomes.
- ♦ Serve as a member of the senior executive leadership team and maintain close working relationships with members of the Board of Trustees and key agency constituents.
- ♦ Serve as the primary staff liaison for agency advancement to the Board of Trustees and the Board Committee on Advancement.

St. Xavier High School

June, 1999 – August, 2016

"To assist young men in their formation as leaders and men for others..."

Assistant Vice President for Strategic Initiatives | July, 2012 – June, 2016

Reporting directly to - and in support of the President - charged with the strategic planning, development and execution of short and long-range institutional priorities:

- ♦ Manage the day-to-day operations of the tuition assistance function including the timely review and allocation of awards in the amount of \$4 million in addition to overseeing the compliance of institutional, state and archdiocesan policies and procedures. Establish annual tuition assistance budget projections and manage the parameters and processes to ensure budgetary balance.
- ♦ Designed and executed all facets of the recent recruitment and selection processes of the President's entire leadership team including the Principal, Chief Financial Officer and the Vice President for Advancement along with the directors of Marketing & Communications and Human Resources.

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Continued: Assistant Vice President for Strategic Initiatives

- ♦ In the absence of an HR office, developed human resource policies and practices to ensure compliance and consistency across faculty, administration and staff functions, specifically related to hiring, on-boarding, termination/ off-boarding, and that minimizes risks and vulnerabilities to the institution. Partner with the Chief Financial Officer to ensure the management of policy, funding sources, reporting and human resources.
- ♦ Integral leader of an 18-month strategic planning process as a member of the steering committee, chair of the marketing & enrollment committee, and crafting the overall communications plan - which included developing objectives, establishing the primary and secondary messages to varied stakeholders and creating a communications sequencing grid detailing implementation.
- ♦ Responsibly steward five annual budgets exceeding \$6 million.
- ♦ Lead six full-time professionals in the execution of their duties, performance and goal setting, and conduct annual performance appraisals.
- ♦ Led the selection process of a new food service provider including creating request for proposal, evaluating bids, facilitating proposal meetings and presenting the formal recommendation to Chief Financial Officer. Directed contract negotiation with newly selected food service company resulting in 5-year agreement and guaranteed 7% commission in first year of contract resulting in significant profit to the institution.
- ♦ Manage the recruitment, hiring and selection strategy specifically related to increasing the number of multicultural professionals across the faculty, administration and staff functions resulting in a 25% increase.
- ♦ Guided work with the Director of Facilities & Maintenance in the execution of multiple renovation and facility improvements within budget and on established time schedule.
- ♦ Direct seven administrative support personnel in the execution of their duties in an effort to foster an environment that is collaborative, allows for professional growth and maintains the integrity of institution brand.

Director of Enrollment Management | January, 2003 - June, 2016

Responsible for the day-to-day strategy and management of all recruitment, enrollment and tuition assistance functions of the school which includes, but is not limited to: defining and developing the institution's strategic enrollment goals for both traditional and non-traditional prospects along with transfer and international candidates; assisting with retention initiatives; shaping and executing an enrollment marketing strategy; managing and administering the tuition assistance process.

- ♦ Develop comprehensive marketing, public/ community relations strategy and oversee programs effectively recruiting 405+ students and generating \$5.5 million revenue annually (21% of annual operating budget). Exceeded enrollment goal 67% of the time since 2003.
- ♦ Implement improvements to enrollment process including market research, data analysis, and marketing plan development, resulting in a more talented student pool and 7% enrollment growth.
- ♦ Designed the structure and oversaw the implementation of new department resulting in \$100,000 annually in savings and streamlining processes, increasing productivity and enabling more effective communication amongst mid-level administrators.
- ♦ Organize, manage and execute special events including: annual open house hosting 2,500 guests and 500 volunteers, entrance exam for 900 candidates, and two-day orientation program for 400 new students.
- ♦ Cultivate and maintain partnerships with key constituents, including St. Xavier board members, government officials, national organizations, colleges and universities, parents and donors.

Founding Director, Companion Scholars Program | June, 1999 – January, 2003

Implemented plan to phase-out national academic enrichment program and designed an institution-specific program that has led to the enrollment of 13% multicultural students with graduation success of 87%.

- ♦ Created, designed and led the implementation of a comprehensive academic and social enrichment program to prepare at-risk and disadvantaged youth for success at a private, college preparatory high school resulting in a 15% increase in minority enrollment.

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Community Involvement

- ♦ Featured Speaker: 'The Joy of the Journey' – Cincy Stories (2017)
- ♦ Alumni Class Connector, Cincinnati USA Chamber of Commerce (2017)
- ♦ Forty Under 40, Cincinnati Business Courier, Class of 2016
- ♦ Safe & Supported Steering Committee, Lighthouse Youth Services (2016 – Present)
- ♦ Board of Directors, Powell Crosley YMCA, Cincinnati (2015 - Present)
- ♦ Mentor, Xavier University Executive Mentorship Program (2013 - Present)
- ♦ Presidential Advisory Council, Cincinnati Museum Center (2008 - 2010)
- ♦ Kino Border Initiative, Nogales, Arizona (2015)
- ♦ Urban Challenge, Romero Center Ministries, Camden, New Jersey (2006 - 2012)
- ♦ Board of Directors, Tender Mercies Cincinnati (2006 - 2008)
- ♦ C-Change Leadership Development Program, Cincinnati USA Chamber of Commerce (2005)

Education

Master of Science, Human Resource Development
Xavier University, Cincinnati, Ohio

Bachelor of Arts, Organizational Communication
Xavier University, Cincinnati, Ohio



Amazing stories. Created daily.

RODERICK D. HINTON

Vice President of Advancement & Community Engagement
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Roderick Hinton is the Vice President for Advancement and Community Engagement at The Children's Home of Cincinnati, located in the community of Madisonville. The Children's Home is a leading provider for more than 150 years in offering education and mental health treatment for vulnerable children facing significant social, behavioral, and learning challenges. The organization has an operating budget in excess of \$26 million, an endowment and assets totaling over \$100 million, and a staff of more than 350 people. As Vice President for Advancement and Community Engagement, Rod provides strategic leadership and oversight in the areas of fundraising, community relations, marketing & communications, business partnerships, special events and promotional activities for the agency.

Rod holds a Bachelor's degree in Organizational Communication and his Master of Science in Human Resource Development, both from Xavier University.

Prior to joining The Children's Home, Rod served for 17 years at St. Xavier High School in multiple leadership roles, most recently as Assistant Vice President for Strategic Initiatives whereby he directed the day-to-day strategy and management of all recruitment, enrollment and tuition assistance functions, in addition to leading the strategic planning, development and execution of short and long-range institutional priorities. Under Rod's leadership, St. Xavier experienced 7% growth in their overall enrollment and a 17% increase in the matriculation of multicultural students.

An impassioned community advocate in Greater Cincinnati, Rod serves on several boards for local charities and non-profit organizations including the Christ Hospital College of Nursing & Health Sciences and the Safe and Supported Steering Committee at Lighthouse Youth Services. He serves on the Leadership Council for Nonprofits in Greater Cincinnati and is a mentor to two undergraduate students through Xavier University's executive mentor program. Rod is a graduate of the C-Change Leadership Development Program by the Cincinnati USA Regional Chamber of Commerce and has been recently recognized by the Cincinnati Business Courier as a 2016 Forty Under 40 and Venue Magazine 2017 Great Leaders Under 40.

Asked what he does for fun, Rod is quick to point out his strong spades and euchre play, love of Xavier basketball, crying to a good book, listening to crooner music, and his strong proclivity to enjoy a glass of red wine or bourbon at his local 'Cheers' - Unwind Wine Bar.