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Co-founder, Managing Director and Portfolio Manager, Rende Progress Capital

March 2016 to Present

-Co-founder, Chairman, Managing Director of Rende Progress Capital (RPC), the nation's only racial-equity focused loan fund and emerging Michigan Community Development Financial Institution (CDFI).

-Responsible for CEO function in day-to-day management decisions, staff operations, successful acquisition of Program Related Investment capital from institutional funders such as the W.K. Kellogg Foundation and United Bank, direct oversight of deployment of loans to RPC Excluded Entrepreneur borrowers in the areas of \$10,000 to \$500,000.

-Responsible for management and risk-management of RPC's loan portfolio, and financial and social impact measurements. Created the proprietary Financing Approval through Racial Equity (FARE)(sm) racial equity underwriting system.

Principal and President, Progress Strategies+

2011 to Present

Principal and President of *Progress Strategies+, LLC*, a project management firm that creates, manages and completes projects for corporate, business and organization clients with associates in the areas of Diversity and Inclusion, Corporate Social Responsibility and Public Policy and Advocacy.

-*Project Management*: Successful project for nationally recognized client Seeds of Promise (Michigan) and the Michigan Society of Association Executives.

-*Diversity and Inclusion*: Non-profit clients such as Local First West Michigan, companies such as Irwin Seating Company and Little Caesars been served cultural through competency, inclusion and equity training, group facilitation of inclusion strategies.

-*Corporate Social Responsibility*: Created the Fifth Third Bank Seeds Entrepreneurial Education and Development Series for successful financing of \$25,000 fund awards to minority entrepreneurs. Management of the West Michigan Sustainable Business Forum's Equitable Sustainability Project included the development of the organization's first-time social equity policies.

-*Public Policy Advocacy*: Retained by the Micah Center to successfully equip 19 grassroots leaders to engage elected officials through the Micah Center advocacy groups on successful adopted of City of Grand Rapids anti-wage theft policy. Also retained by the Early Learning Neighborhood Collaborative in equipping parents and coaches to engage in grassroots public policy advocacy and successful coordination of the 1st ELNC Legislative Day in Lansing.

Director, The Imagine Fund

2010 to 2011:

-Managed all fund development efforts of the organization, utilizing relationship cultivation strategies with corporations, foundations, organizations and individuals to seek new and renewed financial support for The Imagine Fund diversity scholarships and operational support.

-Engaged in grant writing and proposal development for scholarship and operational funding to ensure consistent and timely progress in fundraising from public and private sources to successfully continue The Imagine Fund's second year of granting scholarships to underrepresented and diverse college students.

-Coordinated, managed and engaged in regular travel around the state for purposes of networking and cultivation of donors; Successfully worked with Detroit-area donors to establish The Imagine Fund as administrator of choice for first memorial scholarship fund.

-Managed day-to-day operations of The Imagine Fund and the organization's fiduciary role for the Michigan College Access Network.

Advancement Officer for Diversity and Inclusion, Hope College

2004 to 2010:

-Self-created position that managed divisional staff goals and personal cultivation/solicitation efforts of diversity priorities in the institution's endowment campaign.

-Cultivated and secured individual donor, corporate and foundation major gifts and established philanthropic partnerships including scholarships and co-curricular programs ranging from successful endowed investments from \$50,000 to \$250,000.

Regional Advancement Director, Office of College Advancement, Hope College

2004 to 2010:

-Successfully secured several \$50,000 to \$100,000-plus gifts for the establishment of endowed scholarships and other initiatives with a variety of donors. Gathered contributions for existing scholarships, particularly in areas of diversity.

-Managed the direct solicitation of major gifts for the baseball and softball stadium capital projects, a \$1.3 million initiative.

Special Assistant and Public Affairs Advisor, Corporate Diversity Counseling Group of Holland & Knight, LLP: 2003:

-Directed the marketing, press activities and public relations efforts for the Corporate Diversity Counseling Group (CDCG).

-Managed the government relations outreach with the Senior Partner of the CDCG.

Executive Office of the Mayor, Anthony A. Williams, the District of Columbia
1999 to 2002:

Deputy Director, Office of Community Outreach, Executive Office of the Mayor

-At request of the mayor, managed day-to-day operations of public relations/community liaison staff and developed Mayor's External Relations Plan of nearly 100 public events and initiatives.

-For third consecutive year directed the planning and implementation of the Mayor's "citizen budget briefings," as well as coordinating talking points for cabinet officials and senior staff during meetings with community groups.

Special Assistant for Local, Congressional and Federal Affairs and External Affairs

-Served as liaison for the Mayor to Members of Congress and Congressional Staff through attendance of congressional hearings and monitoring legislation.

-Created Mayor's monthly radio address to promote the Mayor's priorities and enhance relationships with the citizens, business leaders and community organizations.

Communications Director/Press Secretary/Legislative Assistant/Interim Chief of Staff, Office of Congresswoman Eddie Bernice Johnson, 30th Congressional District of Texas
Washington, DC 1996 to 1999:

-As Communications Director, served as principal spokesperson/speechwriter, produced quarterly district-wide and special constituency/issue targeted newsletters as well as production of bimonthly cable shows, weekly radio report shows and webpage.

-As Legislative Assistant, monitored legislation and bills on budget and tax issues, in addition to drafting amendment (H.Amdt.47) to the Adoption Promotion Act of 1997, and developed amendment to H.R. 1119 to Defense Department funding bill.

-During time as interim Chief of Staff directed day-to-day staff duties and operations of the Washington staff

Staff Assistant/Legislative Correspondent, Office of Congressman Peter Hoekstra, 2nd Congressional District of Michigan
Washington, DC, 1995 to 1996

Education:

B.A., Political Science/Psychology; Hope College, Holland, Michigan

Executive Certifications:

Project Management/Project Management for Professionals, School of Professional Studies; Northwestern University; Advanced Intercultural Management, Mendoza College of Business, University of Notre Dame; Certificate in Community Development Finance, University of New Hampshire/Opportunity Finance Network

Current and Past Board Service: In addition to RPC Chair:

- Chair of the Corridor Improvement Authority of Meridian Township, Okemos, MI [Current]
- Board Director of Community Rebuilders [Past]
- Vice Chair of the Grand Rapids Urban League [Past]
- First Vice President for the Greater Grand Rapids Branch of the NAACP [Past]
- Board member, West Michigan Environmental Action Council [Past]
- Diversity Advisory Council at Varnum Law [Past]
- Appointee on Mayor George Heartwell's Wage Theft Task Force [Past].