

## MICHAEL P. ADAMS

(917) 922-2677 (mobile)

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### SENIOR NON-PROFIT LEADER Executive / Strategist / Fundraiser

**Seasoned and dynamic executive leader with over 20 years of nonprofit management experience. Proven excellence in organizational strategy, fundraising, board and staff relations, and public speaking. Extensive acumen in forging entrepreneurial partnerships and working across diverse communities.**

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### AREAS OF EXPERTISE

Strategic Planning

Fundraising

Substance Matter Expertise

Brand Building

Innovative Partnerships

Program Strategy

Shaping Public Debate

Public Speaking

Media Spokesperson

Persuasive Writing

Team Leadership

Talent Recruitment

Board Relationships

Board Development

Non-profit Finance

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### SELECTED ACHIEVEMENT HIGHLIGHTS

- **Transformed insolvent local non-profit into national aging leader**, growing budget eight-fold over ten years, launching highly effective program innovations, building nation-wide network of affiliates, and winning widespread recognition for organizational efficacy.
- **Successfully led major resource development overhaul**, securing agency's first six-figure individual gift, first seven-figure foundation grant, and first multi-million dollar government contract.
- **Successfully launched organization's first social enterprise**, introducing and growing market-driven initiative to expand LGBT cultural competency in long term care.
- **Effectively partnered with Board of Directors** to craft transformative strategic plans; achieved or exceeded plan goals.
- **Earned widespread recognition as leading expert on LGBT and minority aging issues** through extensive public speaking, writing, media commentary and policy advocacy.
- **Co-founded country's first coalition of national diverse elder organizations**, uniting people of color and LGBT aging agencies in joint effort to transform public policy, shape public dialogue, and empower diverse 50+ people.
- **Created and led 22-person communications and marketing department** for one of nation's leading law reform organizations. Drove award-winning social marketing

campaigns and rebrand for country's only national LGBT aging organization.

- **Led highly successful and highly visible litigation advocacy efforts** that established new legal rights and favorably shaped public opinion to support fairness and equity.

## **PROFESSIONAL EXPERIENCE**

### **SAGE (Advocacy & Services for LGBT Elders)**

New York, NY, 2006 – Present

#### **Chief Executive Officer**

Oversee all aspects of nation's oldest and largest organization working on behalf of lesbian, gay, bisexual and transgender older people. Responsibilities include leadership and oversight of SAGE's strategic and business planning, national program initiatives, fundraising strategies, and administrative and financial management of fast-growing \$12 million agency. Extensive stakeholder stewardship, public speaking and media work. Close collaboration with SAGE's Board of Directors; leadership and management of the organization's senior staff team. Deep engagement with government funders and private philanthropy. Oversee re-granting of foundation funds to SAGE affiliates and partner organizations.

### **Lambda Legal Defense & Education Fund**

New York, NY, 2001 – 2006

#### **Director of Education & Public Affairs**

2002 – 2006

Created and directed 22-member team responsible for marketing, communications and community education programs of nation's leading legal organization advocating on behalf of lesbian, gay, bisexual and transgender people and people with HIV. Engaged in extensive public speaking and media appearances.

#### **Deputy Legal Director**

2001 – 2002

Shared management responsibility for 15 attorney legal department. Supervised staff attorneys and support staff. Helped lead development of litigation strategy.

### **ACLU Foundation**

New York, NY, 1996 – 2001

#### **Litigation Director/Lesbian & Gay Rights and AIDS Projects**

1998 – 2001

Supervised team of staff attorneys, law clerks and cooperating counsel in nation's largest civil liberties/civil rights organization. Litigated trial level and appellate cases. Engaged in extensive policy analysis and advocacy. Collaborated closely with communications team in development of messaging strategies. Extensive media appearances.

#### **Staff Attorney/Lesbian & Gay Rights and AIDS Projects**

1996 – 1998

Litigated trial level and appellate cases in state and federal court. Extensive media appearances.

## PRIOR EXPERIENCE

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|--|-----------------------------------|-------------|
| <b>Steel, Clarence &amp; Buckley</b><br>San Francisco, CA      | <b>Litigation Associate</b>       | 1992 – 1996 |
| <b>Legal Aid Society of San Francisco</b><br>San Francisco, CA | <b>Felix Velarde Muñoz Fellow</b> | 1991 – 1992 |
| <b>Honorable Judge Marilyn Hall Patel</b><br>San Francisco, CA | <b>Federal Judicial Clerk</b>     | 1990 – 1991 |

## SELECT ADDITIONAL EXPERIENCE/ACHIEVEMENTS

- Chair-Elect, Board of Directors, American Society on Aging (Current)
- Vice President, Board of Directors, LiveOn New York (Current)
- Member, Advisory Committee, Racial Equity to Accelerate Change (REACH) Fund (Current)
- Member, Advisory Council, NYC Department for the Aging (Current)
- Member, Principals Group, Diverse Elders Coalition (Current)
- Member, Advisory Board, University of Miami Center on Aging
- Commissioner, New York City Age-Friendly Commission
- Twice named one of the “100 most influential gay men and lesbians,” *OUT* Magazine
- Adjunct Professor, Boalt Hall School of Law, New York L.S., Albany L.S.
- Member, Board of Directors, Bay Area Lawyers for Individual Freedom (BALIF)
- Grantmaking Consultant, The Ford Foundation, Rio de Janeiro, Brazil
- Extensive travel and research in Latin America

## PUBLICATIONS (Partial List)

- Services and Care for LGBT Elders: An Intersectional Approach, *Generations, Journal of the American Society on Aging*, Summer 2016
- Reality Check, *The Huffington Post*, June 25, 2012 (co-author)
- *65 Things To Do When You Retire*, ed. M.E. Chimsky, Sellers Publishing 2012 (contributing author)
- A Question of Identity, *The Gerontologist*, Vol. 51, Issue 6 (December 2011)
- Reflections on Advancing an LGBT Aging Agenda, *Public Policy & Aging Report (National Academy on an Aging Society)* (Summer 2011)
- LGBT Older Adults and Social Security, *The Bilerico Project*, May 2, 2011
- Getting to Neutral on Aging Policy, *The Gay & Lesbian Review Worldwide*, Vol. 17, Issue 2 (2010)
- Aging with SAGE, *Gay City News*, February 9, 2007
- The Legalization of Same-Gender Sexual Intimacy in Maryland, *29.2 U. Balt. L.F.* (1999) (co-author)

- Let Gays Adopt Children, *The Daily News (New York)*, January 20, 1998
- HIV Partner Notification: Why Coercion Won't Work, *ACLU* (1998)

### **MEDIA APPEARANCES (Partial List)**

*Larry King Live, CBS Morning News, The O'Reilly Factor, Hannity & Colmes, American Morning, NewsNight with Aaron Brown, Wolf Blitzer Reports, CNN Live Today, Inside Politics (CNN), Fox News Live, Fox News Live with Alan Colmes, NPR All Things Considered, NPR Morning Edition, CNN en Espanol, Telemundo, Univision, Inside E Street (AARP)*

### **EDUCATION**

**Stanford Law School/Stanford University**, Stanford, CA  
 Juris Doctor, with Distinction, 1990  
 Master of Arts, Latin American Studies, 1990

**Harvard University**, Cambridge, MA  
 B.A. in Government, Magna Cum Laude, 1984

**Languages**                      Fluent in Spanish; some Portuguese

**Bar Memberships**          Member in Good Standing, California Bar  
    Member in Good Standing, U.S. Supreme Court Bar