

Brianna Miller (she/her)

Strengths Finder Top 5: Strategic, Achiever, Responsibility, Relator, Learner

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Master Philanthropist & Executive Strategist | Advancing Equity, Systems Change & Impact

Brianna Miller is a transformational executive, master philanthropist, and author who builds what others only imagine. With 25+ years across philanthropy, systems design, and nonprofit innovation, she is known for creating bold infrastructure that advances equity, strengthens communities, and drives lasting impact. She founded On Paper LLC in 2007, which now includes On Paper Press, an independent publishing house, and Mirror Academy, an educational platform. She is also the author of *The Possibility of Me* (2025).

Her expertise spans housing, food security, child welfare, behavioral health, higher education, and violence prevention—including community violence, gender-based violence, domestic violence, and sex trafficking. She moves seamlessly from grassroots to boardroom, cultivating inclusive teams, managing multi-million-dollar portfolios, and designing systems that deliver both vision and results.

Brianna embodies DEI not as a framework but as a way of leading—naming what others avoid, disrupting patterns of inequity, and building organizations and movements that reflect justice and possibility. With courage, conviction, and care, she brings clarity to complexity and strategy to vision, guiding people and systems toward who they *didn't yet know they could become*.

Core Competencies & Expertise

- **Philanthropy & Fund Development** – Strategic fundraising, donor cultivation, grant writing, and resource generation
- **Diversity, Equity & Inclusion** – DEI/BA consulting, coaching, facilitation, and systems analysis
- **Executive Coaching & Leadership Development** – Ontological and trauma-informed coaching for leaders and teams
- **Program Design & Evaluation** – Results-driven development, implementation, and continuous improvement of mission-aligned programs
- **Training & Facilitation** – High-impact learning experiences grounded in adult education principles and cultural fluency
- **Organizational Infrastructure** – HR, compliance, strategic planning, board development, and change management
- **Media, Communications & Public Speaking** – On-air/voice talent, strategic messaging, press engagement, and national broadcast experience

PROFESSIONAL EXPERIENCE

On Paper, LLC & On Paper Press & Mirror Academy, Twin Cities, MN 2007-present
On Paper, LLC was originally incorporated to support culturally specific organizations and their record-keeping through oral tradition. On Paper, LLC assists with creating process-dependent versus people-dependent organization/business infrastructures. On Paper, LLC also provides training and assessment services with an emphasis on philanthropy and diversity, equity, and inclusion, in addition to individual, executive, team and group coaching.

President & Chief Consultant

- Founded On Paper Press, an independent publishing house specializing in culturally resonant and socially impactful works. Published debut memoir *The Possibility of Me* (2025) to critical acclaim.
- Launched Mirror Academy, an educational branch offering innovative, identity-affirming training programs, leadership development, and personal growth curriculum for individuals and organizations.
- Coach individuals through a collaborative, creative process of curious inquiry to uncover their own magnificence. Coach executives to lead and manage from their core, both as individuals and parts of a greater system. Facilitate learning and coach with teams and groups of all ages.
- Develop and administer assessments for individuals including 50 Strengths Insight Assessment Tool ©, Fusion DISC Profiler Assessment Tool ©, Fusion DISC Profiler Assessment Tool for Families ©, Profile of a Dynamic Leader Assessment Tool ©, Essence of Embodiment Assessment Tool ©, and Integrated Emotional Intelligence Assessment Tool ©.
- Conduct organization assessments and diagnostics for various areas related to organization operations and governance. Set-up and integrate new business systems based on diagnostic outcomes and develop policy and procedure manuals, handbooks and job descriptions and performance monitoring materials. Develop and oversee budgets and financial record-keeping systems.
- Provide fundraising consultation to develop annual donor campaigns, fundraising events, prospecting and development of major asks, grant writing and reporting fee-for-service contract negotiation and grantmaking.
- Develop and implement organization-wide training on fundraising, infrastructure, organization development, project management, database management and supervision, organization culture, and DEI (BA). Customized training as requested uniquely for an organization or project.
- Provide consultation on program development, design logic models, and define program goals, outcomes, and success.

Brittany Clardy Foundation, St. Paul, MN

2025

The Brittany Clardy Foundation honors the life and legacy of Brittany Charise Clardy by empowering Black and Brown women toward self-worth, safety, and sustainable living. Born from Brittany's tragic death as a victim of sex trafficking, the Foundation provides critical resources—such as “Brittany's Baskets” through a partnership with 180 Degrees' Brittany's Place shelter—to support survivors and those at risk. It advances healing through life-skills development, advocacy, and accessible services that promote independence and resilience in underserved communities.

Co-Executive Director

- Provide co-leadership of the Foundation with focus on strategic visioning, infrastructure development, fundraising, communications, and internal systems to advance the mission of protecting and restoring Black and Brown girls, women, and gender-expansive people impacted by violence and systemic neglect.
- Lead organizational visioning and long-range strategic planning, ensuring alignment between public storytelling, operational infrastructure, and mission impact.
- Direct fundraising strategy—including grant writing, donor engagement, sponsorships, and major asks—building financial sustainability and growth.
- Design and oversee healing-centered programs, toolkits, and curricula to support survivors and families impacted by community violence, gender-based violence, domestic violence, and sex trafficking.
- Manage brand identity, communications strategy, and public narrative through publishing, campaigns, and digital platforms.
- Oversee infrastructure systems including HR, finance, operations, compliance, and contractor management; collaborate with fiscal sponsor on budgeting and financial planning.

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- Co-facilitate board engagement, governance processes, and organizational decision-making in partnership with Co-Executive Director and Board leadership.
- Represent the Foundation publicly with shared decision-making authority for campaigns, media, funder relations, and community engagement.
- Model trauma-informed, anti-oppressive leadership and maintain a unified leadership presence through consensus-based co-leadership structure.

People Serving People, Minneapolis, MN

2024-2025

People Serving People is Minnesota's largest and most comprehensive family-focused shelter, dedicated to supporting families experiencing homelessness. Originally established as an emergency shelter in downtown Minneapolis, the organization has grown to include early childhood education, housing stability services, parent advocacy, and systems change initiatives. This includes the Center of Excellence Early Childhood Program and St. Anne's Place shelter located in north Minneapolis. Grounded in trauma-informed and culturally responsive practices, People Serving People works to address both the immediate crisis of homelessness and the long-term barriers that prevent family stability. Its mission is to prevent and end family homelessness by transforming systems, strengthening families, and promoting educational and economic opportunities for future generations.

Senior Institutional Giving Manager

- Managed and expanded a diverse portfolio of institutional funders—including government, private, and corporate partners—ensuring successful proposals, renewals, and compliance for multi-million-dollar funding streams.
- Exceeded grant revenue goals and deepened relationships with long-standing partners by making bold new funding asks, resulting in significant increases and deeper funder engagement.
- Hired and directly supervised the Grant Writer, Volunteer & Community Engagement Coordinator, and later, the Volunteer Coordinator for St. Anne's Place—stabilizing historically high-turnover roles and building a strong, cohesive team.
- Played a leading role in the successful integration of St. Anne's Place into People Serving People, including volunteer infrastructure development and alignment of engagement strategies across sites.
- Designed and implemented systems to improve donor stewardship, funder tours, and community relationship-building—boosting visibility and increasing multi-year investment.
- Collaborated with cross-departmental leaders to align grants with programming and organizational priorities; developed language to reflect evolving systems change and equity goals.
- Led outcome tracking and funder reporting to ensure clarity, accuracy, and mission alignment, while strengthening data systems to meet compliance and evaluation standards.
- Supported broader advancement efforts, including internal campaign strategy, storytelling, and external representation at partner meetings and events.

Open Arms MN, Twin Cities, MN

2023-present

Open Arms of Minnesota is a Twin Cities nonprofit that prepares and delivers medically tailored meals free of charge to individuals living with life-threatening illnesses. Founded in 1986, Open Arms operates with the belief that *food is medicine*, offering nutrition, dignity, and care to clients and their families through chef-prepared meals, dietitian expertise, and community volunteers. Today, the organization serves thousands across Minnesota, with culturally specific menus and nutrition programs that reflect the diverse communities it supports.

DEI Consultant & Facilitator

- Provide strategic DEI advising to senior leadership, aligning equity goals with organizational priorities and community impact.

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- Lead and facilitate the organization's **DEI Council**, strengthening staff engagement, accountability, and cultural fluency.
- Design and deliver DEI trainings for staff across all levels, building shared language, awareness, and practical strategies for equity.
- Oversee administration and analysis of the organization-wide DEI survey, translating findings into actionable recommendations.
- Draft and implement the organization's first **land acknowledgment**, grounding operations and public communications in cultural respect and accountability.
- Support organizational expansion into **culturally specific meals and nutrition programs**, ensuring inclusivity in client services.
- Partner with the fundraising and advancement teams to integrate DEI into philanthropy strategy, donor engagement, and narrative framing.
- Coach staff and managers individually and in groups, fostering equity-centered leadership and trauma-informed practices.

Minnesota One-Stop for Communities (MN One-Stop), Roseville, MN

2022-2024

MN One-Stop is a BIPOC led/BIPOC serving organization supporting the community with scattered-site shelter, long-term homelessness support, housing navigation, and parent mentoring for families involved in the child welfare system. MN One-Stop is unique in that all staff are from within the communities served and most staff are BIPOC with similar lived experiences as participants. MN One-Stop is proud to be an employer that mentors its staff by providing opportunities for employment to individuals who otherwise would not have the opportunity to gain such employment.

Advancement Director & Administrator

- Design internal financial management system including development of a chart of accounts, budget templates, cash flow tracking, revenue projections, and staffing allocations.
- Design program procedures for tracking participants, including case notes, demographic data, referrals, and outcomes.
- Prepare all funding proposals and reports, monitor spending of funding dollars to ensure alliance with funder expectations and desired participant outcomes, and that all dollars are spent accordingly.
- Audit internal processes, prepare policy and procedure manuals, and monitor implementation to ensure daily activities are consistent with organization standards.
- Advise CEO and Board on topics of human resources, finance, compliance, philanthropy, governance, programming, and more.

Minnesota Alliance for Volunteer Advancement (MAVA), St. Paul, MN

2022

MAVA defines itself as “a powerful force for leaders of volunteers across the state of Minnesota. Our vision is to be the premier statewide organization uniting, educating and advancing Minnesota communities through excellence in leadership of volunteers and best practices in organizational volunteerism.” MAVA's work is rooted in equity in volunteer engagement and targets volunteer engagement professionals.

Training, Diversity, Equity & Inclusion Director

- Design and execute annual virtual diversity conference showcasing 25 presenters from 11 different states for 200 registrants! This conference was an expansion of content or diversity of content from previous years with new presenters and new audiences of participants. Specific topics to support BIPOC volunteer engagement professionals were offered, creating a safe and inclusive environment for BIPOC staff and volunteers to show up authentically themselves. Assemble advisory committee of field experts to guide and inform conference goals and outcomes, manage online registration and

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payment system, coordinate support from other staff and volunteers and lead operations on the days of the event.

- Design and deliver relevant training about volunteer best-practices, volunteer engagement professional support, DEI and other content related to innovation in the volunteer arena to myriad audiences across sectors.
- Re-ignite diversity in the workplace training where MAVA staff vulnerably discuss their own experiences at MAVA and proactively offer internal training relevant to those experiences.
- Lead efforts to support BIPOC volunteer engagement professionals through affinity groups, coaching, and training.

PRISM, Golden Valley, MN

2018-2022

For the past 50 years, PRISM has supported the northwest suburbs with a food shelf, homelessness prevention programs, a thrift shop, and other children's programs. PRISM highlights suburban poverty and creates strong connections for participants to access other services around the Twin Cities.

Advancement Director

- Lead board engagement efforts and act as direct liaison for board Advancement Committee and other board fundraising efforts.
- Exceed annual fundraising goal 3 years in a row increasing organization budget from \$2.8M to \$5.1M.
- Co-lead diversity, equity, and inclusion initiatives with Executive Director. Propose HR changes including policies and procedures and recruitment and hiring practices. Instrumental in creation of organization equity statement. Design and deliver training to staff, volunteers, and board of directors. Implement strategies to diversify funding and donor base. Work with programs to strategize the creation of a safe and inclusive environment for participants.
- Participate in annual strategic planning process and tracking and reporting on agency-wide outcomes for boards of directors; participate in annual budget process and monitor revenue generation in correlation with expenses. Support annual audit process and preparation of 990. Manage department budget.
- Work with program team to design service-delivery to meet the needs of participants and implement services to fulfill objectives while maintaining compliance with funders and program priorities and re-design when appropriate.
- Develop and oversee recordkeeping systems for fundraising, contracts, volunteers, and clients with a focus on risk management and compliance. Ensure data is collected to meet funder requirements, and design intake and data collection materials
- Supervise Advancement Manager, Volunteer Manager, Grants & Evaluation Manager and Community & Business Engagement Manager, overseeing all aspects of department including marketing and communications, events, grant writing and reporting, evaluation, community engagement, volunteer and donor relations, and contract management, reporting and compliance.
- Develop and implement marketing and public relations strategies including media campaigns, branding, advertising, messaging, social media and creation of internal and external communication and marketing materials. Interface with community leaders, elected officials, contract managers, funders, donors, community partners and organizations.

Phyllis Wheatley Community Center (PWCC), Minneapolis, MN

2014-2017

PWCC started in the 1900's as a Settlement House focused on creating stability for African Americans during times of relocation from the antebellum South and into the years of segregation. Today, PWCC provides an array of community-based services focused on the health and success of the African American community. This includes youth programming, domestic violence and anger management,

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school success programs and a licensed, accredited childcare center focusing on early childhood learning and kindergarten readiness.

Executive Director, Interim Executive Director, Development and Organizational Consultant

- Assist staff, leadership, and board in designing and defining culturally specific services. Build and implement strategy to increase diversity in philanthropic funding and donors.
- Work with board of directors to create and implement strategic plan, and to develop and manage organization-wide operating budget including funding allocation per program and as required by funding. Lead annual audit process in collaboration with Finance Director and board of directors. Reconcile accounts payable and closely monitor income and expenses. Satisfy \$100,000 in accounts payable resulting in budget surplus for first time in four years.
- Provide leadership to board and staff in the areas of governance, program development, budgeting, evaluation, financial planning, human resources and job design, and organization culture change.
- Direct all fundraising and fund development; develop a fundraising model that included staff and management from each department/service area, including submission of grant proposals, contracts and reports; acknowledge donors and funders. Coordinate events for fundraising and community to increase visibility and expand fundraising.
- Diversify funding sources by applying for relevant licensure and setting up third-party billing and other revenue sources; prepare necessary policies and procedures in accordance with state and licensing requirements.
- Triple program contract for youth programming for the first time in 10 years, increase revenues from current contracts and negotiate new funding contracts for other programs and services.
- Act as Human Resources Director for 20+ staff; directly supervise all staff. Implement employee motivation theories, personnel psychology, and organization development. Recruit and retain diverse staff to support the needs of the populations served. Develop operating policies and procedures for daily operations, including updating the employee handbook, ensuring the application of DEI (BA) principles and practices.
- Research organization and provide recommendations to Executive Director on new program directions and relevant funding opportunities. Provide consultation on program development and implementation of evidence-based best practices and culturally specific services.
- Research prospective donors and funders and provide recommendations on increasing grant and individual supports.
- Complete Non-profit Lifecycle diagnosis and provide recommendations.
- Deliver all-staff training on organization culture and fundraising.

180 Degrees, Inc. (180), Minneapolis/St. Paul, MN

2013-2014

180 provides re-entry services to the recently incarcerated, shelter services and foster care for at-risk youth and supportive housing alternatives. During the years 2013-2014, 180 also provided mental and chemical health treatment services through a multicultural behavioral health clinic.

Director of Policy, Outcomes & Communications

- Integrate existing Latinx behavioral health services with added African American, Somali and Hmong behavioral health services. Design and deliver training for staff and volunteers. Create policy and procedure manuals specifically addressing inclusive environments, staff competence, organization culture and cultural competence.
- Cultivate and manage relationships with key stakeholders, including funders, donors, elected officials and other community programs. Coordinate and facilitate major asks.
- Prepare all funding proposals and reports. Develop and coordinate internal and external communication strategies, and interface with media outlets.

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- Secure state licenses for Rule 29, 31 and 2960, including policy and procedure development and compliance. Act as organization Compliance Officer. Conduct internal audits. Train staff on related procedures.
- Complete \$3.5M capital campaign within 8-month time and open first-of-its-kind youth shelter in State of Minnesota, including staffing, operations and infrastructure development, program development and all training.
- Successfully transition new staff and programming from acquired organizations.

African American Family Services (AAFS), Minneapolis/St. Paul, MN 2011-2013; 2001-2007
AAFS started as a substance abuse treatment center for African Americans in the Twin Cities; first named Minnesota Institute on Black Chemical Abuse (MIBCA) to IBCA (Institute on Black Chemical Abuse). It grew to include mental health services, youth services, family preservation services and anger management/domestic violence survivor services.

Director of Advancement, Development Specialist, Resource Center Specialist, Youth Program Specialist

- Develop agency definition of culturally specific, cultural competence, cultural responsiveness. Design training for staff to deliver culturally relevant services. Create culturally specific curriculum for outpatient behavioral health services. Design and deliver training in the community regarding culturally specific service delivery and creating a cultural competence model.
- Develop and coordinate agency grant-seeking strategies and related reporting requirements, including fund solicitation of more than \$2.5M. Coordinate fundraising donor and funder events.
- Develop and administer technology systems for internal operations including telephone system and client tracking/billing database. Develop and manage administrative systems to ensure effective development and advancement efforts, including client database, billing software, donor tracking, contract management, reporting and board archives.
- Manage facilities and supervise facilities staff to ensure cleanliness and functionality of sites; develop safety and emergency plans; respond to citations; and coordinate inspections by city and state officials. Manage vendors and approve invoices.
- Develop and coordinate human resources functions including required paperwork for hire, such as w-4 or w-9, i-9, application for employment, freedom from chemical use policy, confidentiality, media release, emergency contact form, MN New Hire Form, DHS Background study form, new hire and separation letters, benefits information, etc.; design and implement general agency orientation for staff, volunteers and board of directors.
- Successfully increase visibility through the creation of culturally specific media campaigns, including brochures, website content, social media posts, print, audio, TV, promotional materials, annual report, 990 and newsletters.
- Mobilize Twin Cities African American community through a grassroots campaign lasting 5 years to advocate for smoke-free bars and restaurants resulting in official statewide legislation change effective October 2007.
- Design and implement employment services including resume writing, job searching, interviewing skills and presentation. Supported individuals to complete high school level education.
- Lead organization into a successful transition of staff and programming through merger/acquisition.

Metropolitan State University, St. Paul, MN 2008-2010
Customer Service Specialist Senior, Office of Student Financial Aid

- Create an equitable grantmaking process and ensure diversity in grant awards to student organizations.
- Successfully propose and gain approval from university leadership to integrate financial aid customer service into the Gateway Student Services Center. Participate on initial planning committee; draft and share financial policies and procedures.

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- Develop and manage comprehensive work-study program, supervising up to 18 adult workers over a 2-year period.
- Draft and implement first-time operational policies and procedures.
- Successfully manage vacant processing position in addition to original duties for an extended period.
- Provide excellent customer service to all entering the financial aid office as the first contact of all incoming communications.
- Represent financial aid office on university-wide committees.

FOUNDATIONAL EXPERIENCE & ADDITIONAL ROLES

Throughout her early and parallel career, Brianna held diverse roles across customer service, education, event coordination, real estate, food service, and community-based work. These positions built the foundation of her deep empathy, unmatched work ethic, and comfort navigating both grassroots and executive spaces. Highlights include:

- **Licensed Foster Care Provider, Hennepin County (2010–2011, 2014):** Provided trauma-informed care and housing to youth in crisis; developed relationships with social workers and systems-involved families.
- **Head Cheerleading Coach, Minneapolis Public Schools – Southwest High School (2003–2006):** Mentored high school girls, led program development, and modeled leadership, structure, and confidence-building.
- **Mortgage Translator (Spanish), American Trust Financial (2003–2004):** Translated legal and financial documents; supported Spanish-speaking clients through complex mortgage processes.
- **Voice Actor & Contract Processor:** Participated in voice recording projects and contract processing roles, building skills in communication, compliance, and behind-the-scenes operations.
- **Various customer-facing and leadership roles** in retail, hospitality, real estate, and administrative support that highlight her people skills, attention to detail, and commitment to excellence in every environment.

MEDIA, COMMUNICATIONS & PUBLIC SPEAKING EXPERIENCE

On-Air and On-Screen Talent | Radio & Television Broadcasting | National Media Strategy

Publications

Author, *The Possibility of Me* (On Paper Press, 2025) – Memoir exploring identity, belonging, and self-authorship.

WCCO Television – Channel 4, Minneapolis, MN

News Anchor, News 4 Kids Broadcasts

1997–1999

- Delivered live Saturday morning news stories for WCCO's *News 4 Kids*, developing early on-air experience and public presence as a youth news anchor.

Radio AAHS! (AAHS World Radio!), St. Louis Park, MN

National On-Air Talent & Content Writer

1992–1997

- Wrote and delivered weekly 3-hour syndicated radio broadcasts across 24 U.S. stations, reaching thousands of children and families nationwide.
- Produced and ran live radio boards, selected music and ad segments, managed call-ins, contests, and guest interviews.
- Designed and conducted celebrity interviews; delivered book reviews and current events content on air.

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- Represented the network in strategic expansion efforts—traveling nationally to meet with executives, open new stations, and contribute to market strategy and regional operations.

ACTIVITIES/AFFILIATIONS

- Member, The Society for Diversity, 2022-2023
- Member, Association of Fundraising Professionals, 2021-2022, 2011-2012
- Board Member, PRISM, 2017
 - Governance Committee, Strategic Planning, DEI training
- Member, Program Committee, Charities Review Council, 2017
- Consultant, Fundraising Committee, Eagle Heights Spanish Education Fund, 2010-2011
- Grant Writer, Circle of Discipline, Inc., 2010
- Strategic Development, New Spirit Homes, 2010
- Chair, Student Activity Fee Advisory Committee, Metropolitan State University, 2009-2011
- Member MAFAA and participant in training and conference opportunities including Financial Aid 101, 2008-2010
- Board Member and Grant Writer, Dayton's Bluff Seniors Block Nurse Program, 2008-2010
- Treasurer, African American Student Association, Metropolitan State University, 2007-2008
- Member, MN Dream Fund School Segregation Collaboration Project, 2006-2007
- Member, Kids Voting USA Elections Committee, 2004
- Member, Council on Crime and Justice Children of Incarcerated Parents Bill of Rights Coalition, 2003-2006
- Member, Community Restoration Collaborative for Re-entry, 2003-2006
- Chair, Administrative Committee, Minnesota African American Tobacco Network, 2003-2006
- Studies abroad: South Africa (1996), Spain (1997), France (1998), and Hungary (2010)

YOUTH DEVELOPMENT ACTIVITIES

Sports Volunteer

- Volunteer soccer coach/team manager for 1st-3rd grades, Eden Prairie Soccer Assoc. 2012-2015
- Volunteer Cheerleading Coach, Dinomights Hockey Team 1997-1998

Tutor

- Eagle Heights Spanish Immersion School (K-4), Eden Prairie, MN 2011-2015
- Minneapolis Public Libraries (K-12), Minneapolis, MN 2000-2001
- Minnehaha Academy (9-12), Minneapolis, MN 1997-1999
- Richard Green Elementary (K-8), Minneapolis, MN 1997-1999
- Cooper Elementary (K-1), Minneapolis, MN 1997-1999
- Wilder Elementary (K-2), Minneapolis MN 1997-1999

Facilitator

- Anwatin Junior High – Co-Ed African American Group Rites of Passage for Middle School Youth 2006
- Tartan High School – African American Girls Group Rites of Passage and Life Skills for High School Girls 2004-2005
- Benjamin Banneker School – African American Girls Group Anger Management/Rites of Passage for Middle School Girls 2004-2005
- Roseville Middle School – African American Girls Group Rites of Passage for Middle School Girls 2004

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- Benjamin Banneker School – African American Girls Group 2003-2004
Anger Management/Rites of Passage for Middle School Girls

Special Events

- Minnehaha Academy, Minneapolis, MN 2000
Assistant Diversity Coordinator, coordinated high school diversity conference
- Feeding the Least to Increase the Peace, Minneapolis, MN 2004

TRAINING DELIVERED/DESIGNED

- Microaggressions, bias and blind spots
- Adult and Child Protection
- Hidden Rules Among Classes
- Public Assistance Programs
- ACES, Disparities
- Cultural Competence and Code of Ethics
- Everyone is a Fundraiser!
- Board Training: Responsibility of Boards
- Fundraising: Grant Writing and Grant Development
- Fundraising: Types of Fundraising
- Fundraising: Donor Psychology
- History of Philanthropy, Nonprofit Organizations and Nonprofit Law
- Advancement Philosophy
- Gangs, Girls and African American Youth
- The Role that Drugs Play in Violence and Gang Related Behavior
- Culture Re-defined, Race as an Illusion
- Cultural Competence & Culturally Specific Service Delivery
- Trauma-informed/based Care
- Social Services for Cultural Populations
- Develop and Sustain a DEI Culture
- The Effects of Drugs and Alcohol on the African American Community
- White Supremacy Culture
- DEI & Fundraising

See current training offerings: www.onpaperllc.com/training

EDUCATION/LICENSURE

In Process: CDE, testing 2025; ICF, testing 2025

Contemplating: CFRE

Metropolitan State University

Master's of Public & Nonprofit Administration/Nonprofit Leadership & Management

Anticipated graduation: December 2026

University of St. Thomas – Center for Business Excellence

Mini MBA for Nonprofit Organizations, 2022

Metropolitan State University

Bachelor's of Arts, Ontological Development & Advancement

Minor: Industrial and Organizational Psychology

Licensed Foster Parent: 2010-2011 and 2012

University of St. Thomas – Center for Business Excellence

Certificate in Fundraising/Fund Development, 2007

Licensed Realtor, MN: 2005-2007

Certification: MN Prevention Specialist, 2003

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