STEPHANIE MAIER

NONPROFIT EXECUTIVE | STRATEGIC OPERATIONS | ORGANIZATIONAL GROWTH

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Executive Profile

Nonprofit executive with more than 25 years of U.S. and international experience strengthening organizations, developing leaders, and guiding growth and change. Career spans executive operations, national programs, education, curriculum design, and civil society capacity building in 16+ countries. Combines strategic planning with practical systems, accountable team leadership, and a commitment to servant leadership. Published author and seasoned public speaker.

Executive Leadership • Change Management • Strategic Planning
Organizational Design • Team Development • Program Management
International Operations • Leadership Training • Curriculum Design

Professional Experience

Favor International

Executive Director, U.S. | August 2024 - Present

Provide executive leadership for U.S. operations supporting an international Christian ministry active in 14+ countries. Lead 24 U.S.-based employees and contractors across operations, development, marketing, partner care, human resources, and technology.

- Grew the U.S. team from 5 to 24 staff and contractors; established seven departments with defined leadership, strategic plans, goals, and key performance indicators.
- Guided the transition from a residential ministry house to a professional office structure, building systems and clarifying roles, responsibilities, and performance expectations.
- Strengthened operating infrastructure during a period of organizational growth. Favor reached $11.4 million in combined U.S. and Africa revenue in 2025, exceeding its $9.8 million goal by 16.3%; U.S. revenue was $10.37 million.
- Modernized HR and financial administration through Paycom payroll, a comprehensive PTO program, employee purchasing cards, and stronger hiring and accountability practices.
- Implemented operational safeguards, including workers’ compensation and commercial auto coverage, licensing review, and policies and standard operating procedures.
- Expanded the Foundations team from one employee to four and implemented Instrumentl to strengthen grant-development systems and coordination.
- Developed onboarding and professional-development infrastructure; cultivated servant leadership and team cohesion through the first two U.S. all-staff retreats.

Professional Experience Continued

Leadership Institute

Senior National Director of Curriculum Management and Training | May 2023 - May 2024

- Led national curriculum and training development; coached nationwide trainers and advised senior leaders on adult learning, virtual and in-person delivery, facilitation, and gamification.

FreedomWorks

Vice President of Programs | October 2022 - March 2023

- Provided executive program leadership for a national advocacy organization, overseeing strategy and execution during organizational transition.

Americans for Prosperity

National Director, Youth and Special Programs | July 2014 - July 2022

- Served on the small core team that established the Grassroots Leadership Academy, which expanded to 38 states; designed curricula and delivered training nationwide.
- Led youth and special-program initiatives, developed educational strategies, and trained staff and volunteers to advance community and civic goals.

Pivot Charter Schools, Grades 6 to 12

School Principal and State Director of Instructional Design | 2010 - 2014

- Joined during the school’s first year and helped lead its growth over three years, serving at-risk youth and supporting educators through curriculum design and blended-learning systems.

Earlier International and Political Leadership

International leadership and training assignments include the Asia Foundation and Sayara Media in Afghanistan (2005 - 2006); IREX and IFES in Tajikistan (2004 - 2005); MEPI in Qatar (2004); the International Republican Institute in Haiti and the Dominican Republic (2002 - 2003); and the Asia Foundation in Cambodia (2003). Work encompassed country and program leadership, political party and journalist training, democracy development, and advocacy in conflict and post-conflict settings.

Earlier U.S. roles included gubernatorial campaign management in West Virginia, statewide campaign leadership in Georgia, national volunteer coordination in Louisiana, and regional leadership with the Republican Party of Florida.

Education and Professional Development

Master’s in Diplomacy and International Conflict Management | Norwich University | 2004
Bachelor’s in Broadcasting and Filmmaking | Boston University | 1990
Additional doctoral study in Public Policy | Walden University
Master Trainer and Gamification certifications | Training Magazine
Women’s Campaign School at Yale University | Certificate

Published author and public speaker. Work published in English, Russian, Tajik, and Arabic. Available for relocation and national or international travel.