

Jamal C. Jimerson

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Objective

To empower organizations and leaders to achieve cultural transformation and organizational effectiveness. I am committed to strengthening nonprofit capacity, fostering equitable and inclusive environments, and equipping leaders with the tools to drive sustainable impact in the workforce, workplace, and community.

Summary

- Experienced **educator, coach, and leadership strategist** with 20+ years in nonprofit leadership, organizational development, and mission-driven consulting. As Co-Founder, Chief Innovation Officer, and MISSION Coach at North Star Impact Coaching (NSIC), I specialize in values-based leadership, strategic planning, and capacity building, helping nonprofits, educational institutions, and faith-based organizations strengthen leadership and drive sustainable impact.
- Expert in **Principles, Values, and Character (PVC) Leadership**, I equip leaders with the tools to navigate challenges, sustain DEI commitments, and align mission with long-term success. Founder of The Minority Inclusion Project (MIP) and Thought Partner Solutions (TPS), dedicated to advancing equity and leadership pathways in the nonprofit sector.
- Driven by a **passion for teaching, training, and engaging leaders**, I partner with organizations to build resilient, values-driven leadership cultures that create lasting change.

Experience

Chief Innovation Officer, & MISSION Coach, North Star Impact Coaching (formerly Thought Partner Solutions)

Hartford, CT — March 2025 – Present

- Co-founded NSIC, a mission-driven social enterprise dedicated to strengthening leadership in nonprofits, educational institutions, and faith-based organizations.
- Lead strategic planning, leadership coaching, and organizational development initiatives using the True North Leadership Model (TNLM), a framework rooted in Principles, Values, and Character (PVC) Leadership.
- Develop and facilitate customized leadership training programs, coaching executives, boards, and emerging leaders to align leadership with organizational mission and impact.
- Oversee innovation, research, and capacity-building strategies, ensuring NSIC delivers high-impact, values-driven solutions to nonprofit partners.
- Drive business development, partnerships, and thought leadership, positioning NSIC as a leading resource for sustainable leadership and capacity-building in the nonprofit sector.

Owner & Principal, Thought Partner Solutions (TPS)

Hartford, CT — October 2016 – February 2025

Established in 2016, TPS is an organizational and leadership development firm founded by Jamal Jimerson. We offer our partner organizations consulting, training, and coaching through a humanistic, process-oriented approach with equity at the center. Our partners include scores of nonprofits, foundations, municipalities, small to midsize businesses, and schools including public K-12, charter, private, and higher education.

- Assured that TPS had a long-range strategy to achieve its mission, and toward which it made consistent and timely progress.
- Provided leadership in developing program, organizational and financial plans with staff.
- Built partnerships in new markets, established relationships with the partners at each expansion site.
- Led our consulting team on different phases of proposal development and implementation.
- Facilitated organizational assessments, curriculum development, workforce development training, and leadership coaching.

Founder & Executive Director, Minority Inclusion Project Inc.

Manchester, CT — July 2015 – December 2022

Established in 2015, Minority Inclusion Project (MIP) was a nonprofit dedicated to improving the nonprofit sector across Connecticut by providing pathways to nonprofit leadership for people of color. MIP's vision is an inclusive social sector where the leadership, innovation, and passion of people of diverse backgrounds is consciously valued, cultivated, and utilized.

Chief Program Officer, YWCA Hartford Region (YWCA)

Hartford, CT — May 2015 – October 2016

YWCA has been committed to creating opportunities for women and girls since 1867. While women's needs have changed over the last 145 years, YWCA has always been a leader in addressing the issues that affect their lives and dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Director of Family Economic Success Programs, CAHS

Hartford, CT — 2012-2015

CAHS provides Family Economic Success programs for over 20,000 low-income families and children across Connecticut.

School Partnership Manager, College Summit New Haven

New Haven, CT — 2011-2012

College Summit helps schools in low-income communities to build a college-going culture.

Other Experience

- Project Manager, Youth Continuum (2009 – 2011)

Education

- Jr. Recruiter, Reitman Personnel (2008 – 2009)
- Associate Director of Admissions, Forman School (2007)
- Director of Admissions & Placement, REACH Prep (2005-2007)
- Director of Extended Day, New Beginnings Family Academy (2002-2005)
- Program Supervisor, Teaching Others to Achieve Literacy (1999 – 2002)

Marymount University

Doctor of Education (Ed.D) – Leadership & Organizational Innovation — 2024-Present (Expected 2026)

- **Dissertation Focus:** "Principles, Values, and Character: A Leadership Framework for Sustaining DEI in Nonprofits Under Sociopolitical and Financial Pressures."

Capella University

Master of Science, Human Services — 2010-2012

- Multidisciplinary Human Services Specialization
- Concentration on the Management of Nonprofit Agencies

Jones International University

Master of Arts, Business Communication — 2005-2007

- Concentration in Leadership & Influence

University of Bridgeport

Bachelor of Arts, Mass Communication — 1998-2002