

Julia Cuba Lewis

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Visionary + Distributed Leadership Models * Sustainable Growth * Highly Desirable Culture * Purpose Alignment
Evidence-Based Programs * Diversified Funding Streams * Fee-for-Service Model * Effective Senior Teams * Data for scale

Experience

Cuba Lewis, Inc., 2014 - present

Owner & President, Transformational Leadership Coach and Consultant

- I help leaders grow so their organizations can too. www.juliacubalewis.com.

Motus9, Austin, Texas, 2021 - present

For-Profit and Non-Profit Business Consultant and Executive Coach

- Coach/consult with U.S. businesses to remove blind spots and name elephants so they can go further faster.

Girls Empowerment Network, Austin, Texas, 2006 - 2023

Chief Executive Officer

- Sustainably grew annual budget by 9x
- Facilitated a progressive, visionary, distributed leadership model
- Increased service reach from 200 girls to 5,000+ girls and marginalized youth annually
- Scaled services into new regions across Texas, established a second office in Houston
- Diversified service locations to include Title I schools and juvenile justice facilities
- Led the organization to identify its purpose and create alignment across all departments and functions
- Prioritized program evaluation resulting in a signature curriculum and statistically significant outcomes
- Conducted a successful rebrand of the organization, resulting in expanded donations and partnerships
- Established and maintained 90% or higher staff and board member retention rate with a highly desirable culture
- Invested in and promoted women of color to all levels of leadership, including executive staff and board
- Invested in DEI work at the staff and board level through budget allocations and progressive policies
- Implemented a succession plan, including hiring and developing my successor, and her successor
- Instituted a fee-for-service model to compliment fundraising efforts and create a sustainable future

KLE Foundation 2014 – 2015

Grant Consultant

The UT Steve Hicks School of Social Work, RGK Center for Philanthropy, Austin, Texas 2013 - present

MSSW Adjunct Professor of Fundraising 101 and Nonprofit Management 101

Girl Scouts of Central Texas, Austin, Texas, 1998 - 2006

Collaborative Program Executive

- Collaborated with fundraising team to secure \$200,000 annually
- Advocated for at-risk youth programming in agency-wide strategic plan
- Managed department budget, programs, staff and external relations
- Wrote logic models, program designs, curriculum and policies for 15 specialized programs
- Supervised/implemented youth programs through the Texas Department of Criminal Justice
- Provided case management services to 25 girls and their families annually
- Led educational/therapeutic groups in prisons, shelters, and schools
- Supervised 50 groups per month serving up to 400 girls in high-risk situations
- Trained and supervised a staff of 4 people and a volunteer base of up to 30 people annually
- Developed/implemented curriculum for team building, communication skills, independent living, healthy decision making, teen dating violence awareness, drug abuse awareness, body image, career development, health & nutrition
- Developed sensitivity training, at-risk youth training and public speaking training for adult volunteers
- Collaborated with local filmmakers to produce and narrate/appear in an [award-winning documentary](#) about a Girl Scout program, resulting in a national broadcast on PBS to 800,000 viewers
- Presented to 30+ groups annually including Smithsonian, Boston Museum of Fine Art and the NYC MOMA
- Collaborated with People and O Magazine to secure articles, resulting in exposure to more than 40 million readers

Texas Council on Family Violence, Austin, Texas, 1998-1999

Hotline Operator

Women Employed, Chicago, Illinois, 1996-1998

Fundraising Coordinator

Chicago Women in Trades, Chicago, Illinois, 1996-1998

Trade Conference Coordinator

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Volunteer

IGNITE National Board of Trustees, National, 2023 – present

Treasurer, Executive Committee

Gemini Ink, San Antonio, TX 2019 – 2022

Business Consultant, Executive Coach and Facilitator

Headwaters School Board of Trustees, Austin, TX, 2015 – 2021

Committee on Trustees/Chair, Head of School Evaluation Committee

Austin Commission for Women, Austin, TX, 2011 – 2021

Chair (twice), Secretary

Young Executive Directors, Austin, TX, 2006 – 2014

Co-Founder, Chair

Community Action Network, Austin, TX, 2005 – 2006

Master of Social Work Intern

Williamson County Crisis Center, Austin, TX, 2004 – 2005

Master of Social Work Intern

Empowerment Project, Austin, TX, 2001 – 2004

Co-Founder/Director

Texas Association Against Sexual Assault (TAASA), Austin, TX, 2001 – 2004

STAR Advisory Board Member

Woman Made Gallery, Chicago, IL, 1996-1998

Secretary, Board of Directors

Rape Victim Advocates, Chicago, IL, 1996-1998

Medical Advocate

UNIFEM (United Nations Development Fund for Women), Chicago, IL, 1996-1998

Vice President - Board of Directors

Education

Master of Science in Social Work, The University of Texas at Austin, 2003-2006

Community and Administrative Leadership Concentration

Bachelor of Arts, Beloit College, Wisconsin, 1992-1996

Creative Writing, Literary Studies, Gender Studies

Certificate

Strategic Management and Program Performance Measurement and Marketing, 2007

Peter Frumkin, PhD, RGK Center for Philanthropy

Honors

Recipient of **Julia Cuba Lewis Day Proclamation**, January 26, 2024, City of Austin

Recipient of 2023 **Girl Advocate of the Year Award**, Girls Empowerment Network

Recipient of 2013 Humanities Institute, University of Texas **Community Sabbatical Award**

Cover Woman in May 2013 issue of Austin Woman Magazine

Recipient of **2008 Austin Under 40 Award** in the Education Category, Austin Under 40

Recipient of **2008 Emerging Public Administrator of the Year Award**, Public Administrators Association

Selected as **2006 Student of the Year**, Texas National Association of Social Workers

Recipient of **2006 Young Alumni Award**, Beloit College

Featured **2006 Student Commencement Speaker**, UT School of Social Work

Awarded **2006 Student of the Year**, Austin Branch National Association of Social Workers

Recipient of **2005 Ring of Honor Award**, Mental Health Association in Texas

Member

Hipower, 2022

CEO Advisory Board, 2018-2021

Vistage, 2015 - 2018

Anderson Foundation Executive Director Fellow, 2013

Leadership Texas, 2012

Bank of America Neighborhood Excellence Leader, 2008

Leadership Austin (Essential Class), 2008