

## Terrence Regan Moore, Sr.

Milwaukee, Wisconsin

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### EXECUTIVE PROFILE AND SUMMARY

Terrence is a leadership professional with over 25 years of progressively increasing entrepreneurship, business development, educating, training, advisory, administrative, volunteer, and financial responsibility. He has solid experience in corporate and nonprofit sectors with the ability to establish and maintain effective networks and relationships.

Terrence's key areas of experience are strategy formation and execution, program design development and implementation, establish and maintain authentic business, stakeholder, local and state governmental relationships, build strategic partnerships and collaborations, cross cultural awareness, project management, staff management, business development, business mentorship and urban education.

In addition, Terrence has over two decades of corporate management and entrepreneurial business venues. He has consulted small and mid-sized corporations, non-profit and faith-based organizations in strategy and change initiatives. He is a founder of personal protective equipment venture and is a co-founder of an emerging faith-based organization with the unique infrastructure of community and corporate strategy.

### KEY ACCOMPLISHMENTS AND INITIATIVES FOR MULTIPLE SECTORS

(for-profit, non-profit, faith-based):

- Transitioned several for-profit retail businesses to an e-commerce platform during the COVID-19 pandemic
- Transitioned several non-profit businesses business models from in-person to a hybrid model that increased revenue, visibility, and sustainability in 2020 – 2021
- Financial administration through the Brew City Match for small business lending of \$400,000
- Presented at 2021 Milwaukee Business Summit to address businesses pivoting for Industry 4.0
- Presented internationally on starting import/export business and trade policies affecting business
- Participated as key contributor to community and economic development projects
- Organized and Administrative Planner for responsive faith-based multi-faith community projects
- Organized and Administrative Planner with Housing Authority to address educational and financial literacy needs of its residents through workshops and seminars
- Organized and Administrative Planner with businesses to employ community residents
- Organized City of Milwaukee officials, community, and other political leaders to address safety in surrounding neighborhoods
- Recipient of Milwaukee's Treasure Award (2017) for Community and Civic Engagement

### NOTABLE STRATEGIC PARTNERSHIPS AND COLLABORATIONS

- Brew City Match \$3.7M collaborative led by Local Initiative Support Corporation (LISC), in partnership with City of Milwaukee's Department of City Development, Hmong Wisconsin Chamber of Commerce (HWCC), Legacy Redevelopment Corporation, MEDC, Wisconsin Women's Business Initiative Corporation (WWBIC), and the Greater Milwaukee Committee's MKE United Initiative.
- Member, United Way Reducing Barriers for Employment Workgroup
- Strategic partner, Business Improvement Districts of Milwaukee, Wisconsin
- Co-lead, Greater Milwaukee Foundation, Economic Recovery, Small Business & Economic Corridor Stability Committee
- Advisory Board Member, Cardinal Stritch University, The Stritch Hub for Innovation and Community Engaged Learning
- Chairman, Milwaukee Inner City Congregations Allied for Hope (MICAH) Education Taskforce

## PROFESSIONAL EXPERIENCE

### *Business Development and Lending*

- Identify potential clients in the target market and complete appropriate research on the prospective client's business equipment, technology needs and strengths, weaknesses, opportunities, and threats of an organization (SWOT Analysis)
- Provide business owners with technical assistance with business development including sales growth, business sustainability, especially during COVID-19 pandemic, business expansion and formation of strategic partnership
- Create financial efficiency for businesses by partnering with other lending institutions and Community Development Financial Institution (CDFI) when feasible
- Review financial documentation from all parties
- Loan production and collecting, analyzing, and reporting data
- Generate new business and maintain established businesses
- Provide marketing, credit advice, financial management for small business and non-profit organizations, initiate business start-up and business development
- Collaborate with community financial leaders to assist small businesses with economic recovery during the COVID-19 pandemic
- Attend public relations events

### *Program Management*

- Provide technical assistance to entrepreneurs of diverse ethnic and socioeconomic backgrounds
- Assist in marketing, research, and outreach, to increase awareness of Brew City Match collaborative citywide and specifically in the four Business Improvement Districts (BIDs): Historic King Drive, Near West Side, Cesar Chavez Drive and North Avenue Marketplace
- Network with diverse business, trade groups, chambers of commerce, banking institutions
- Represent HWCC in coalitions, workgroups related to economic development, small business development and sustainability and workforce development
- Provide monthly loan production report to local, state, and federal agencies
- Organize and assist with facilitating meetings, trainings, workshops, information sessions in person and virtually
- Assist in the development of promotional and marketing materials
- Track and report verbal and written progress of Brew City Match collaborative
- Review and give final approval for Brew City Match for Business Plan, CASH and Space Track applicants
- Maintain and establish business relationships

### *Organizational Leadership, Mentorship and Coaching*

- Manage and oversee business loan portfolio of Brew City Match collaborative that includes four Business Improvement Districts (BIDs): Historic King Drive, North Avenue Marketplace, Near West Side, Cesar Chavez Drive
- Develop, manage, and maintain stakeholder and business lending relationships
- Analyze and compile financial reports for profit and non-profit organizations with budgets up to \$1 million
- Oversee financial operation, ensure integrity of donor database, assist in the development of strategic plan, negotiate sale of real estate purchase and lease of assets for over 20 years
- Oversee and supervise paid and volunteer staff for non-profit
- Provide business mentorship to new business owners and coaching or established business owners
- Recruit, develop and manage up to 25 staff and volunteers and community leaders to build alliances for special populations and projects
- Conduct research on foundations and other entities for funding projects up to \$1 million

#### *Financial and Real Estate Management*

- Consult and advise, in person and virtually, clients of a variety of personal background and professional levels of in the purchase, disposal and/or transfer of residential or commercial personal and/or investment real estate
- Consult and advise, in person and virtually, faith-based organizations on adding an economic or community development line to existing corporate structure or creating a new and separate entity
- Devise growth strategy for clients depending on their business and personal goals
- Provide strategic plan to non-profit organization for establishing and/or expanding present vision
- Compile market analysis to clients and provide relocation information
- Assist clients in locating funding resources for the purchase of residential, and/or commercial multi-unit and mixed-use real estate

#### *Education, Training and Development*

Expertise at selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things. Deep knowledge of principles and methods for training design, teaching and instruction for individuals and groups, and the measurement of training effects

- Restructure and revitalize on-site Wisconsin General Education Development (GED) for Social Development Commission
- Track and record results of assessments to ensure academic success for post-secondary education and other career options
- Instruct students who participate in Wisconsin General Education Development (GED) and Wisconsin High School Education Diploma (HSED)/5.09 programs in areas of Math, Communications, Social Studies, Civics, Health and Employability
- Review and revise GED program operations annually to ensure that it aligns with Social Development Commission (SDC) mission and Wisconsin Department of Public Instruction (DPI) policies and guidelines
- Provide ongoing assessments, monitoring and maintain documentation of students in Wisconsin GED and HSED/5.09 program

## **EMPLOYMENT HISTORY**

Hmong Wisconsin Chamber of Commerce, Business Development Coordinator, 2019 – Present  
The Kairos International Christian Church, Co-founder & Lead Pastor, 2008 - Present  
Social Development Commission, ACT Prep Instructor, 2018  
HOPE High School, Math Instructor, 2017 - 2018  
Social Development Commission, Assistant Instructor, 2014 – 2017  
RE/MAX REALTY 100, Real Estate Consultant, 2003 – 2008

## **ADDITIONAL EXPERIENCE AND BUSINESS VENTURES**

The Kairos International Christian Church, Founding and Lead Pastor, 2008 – Present  
Primary responsibility for preaching and teaching, leading a team-based ministry model, communicating vision, and shepherding. Responsible for the overall leadership and strategic direction of church, senior and support staff, leading all functional areas in the accomplishment of the church's mission. This includes outreach, financial and business literacy, arts, pastoral care, counseling, group life, youth and young adult ministry areas as well as strategic planning, finance, administration, human resources, and operations.  
Rogann Solutions, LLC, Partner, 2020 – Present  
M-Blazers, LLC, Partner, 2001 – 2007  
T-C Consulting, LLC, Partner, 2002 – 2007

## **COMMUNITY AND CIVIC ENGAGEMENT AND BUSINESS AFFILIATION**

AARP Wisconsin, Executive Council (Appointed), 2021 - Present  
Greater Milwaukee Foundation, Economic Recovery, Small Business & Economic Corridor Stability Committee, Co-lead, 2020 - Present  
Milwaukee Inner City Congregations Allied for Hope (MICAH), Education Taskforce, Chairman, 2021 - Present  
United Way Reducing Barriers for Employment for African Americans, Committee Member, 2019 - Present  
Milwaukee Inner City Congregations Allied for Hope (MICAH), Education Taskforce, 2018 - Present  
Marshalling Our Resources Entrepreneurship, Committee Member, 2017 - Present  
Financial Equity Group, Committee Member, 2016 – Present  
Cardinal Stritch University, The Stritch Hub for Innovation and Community Engaged Learning, Advisory Board, 2020 - 2021  
Cardinal Stritch University, The Stritch Hub for Innovation and Community Engaged Learning, Business Mentor, 2018 - 2021  
Interfaith Advisory Committee, Committee Member, 2013 - 2014  
Garfield Interfaith Board of Directors, Co-chairperson, 2012 – 2016  
Kingdom International Assemblies of Churches, Ministries and Businesses, Financial Consultant/Lecturer, 2000 – 2006  
Covenant Community Church, Executive and Financial Pastor, 1994-2006

## **EDUCATION**

Bachelor of Arts in Economics (2001) - University of Wisconsin (Milwaukee, Wisconsin)  
Associates in Science Behavioral Psychology (1994) - Trident Technical College (Charleston, South Carolina)

## **CONTINUING EDUCATION AND CERTIFICATIONS**

Certificate of Completion, STRENGTH MATTERS® Webinar – Implementing and Impactful Partnership Between Development and Finance (2021) - NeighborWorks America  
Certificate of Completion, Wisconsin Economic Development Course (2019) - Wisconsin Economic Development Association  
International Consortium of Real Estate Associations (ICREA) (2005 – 2008) - Member  
Transnational Referral Certification (2007) - International Real Estate Federation (FIABCI-USA)  
Certificate of Completion: Chinese Business Culture (2004) – University of Wisconsin (Milwaukee, Wisconsin)