

EDUCATION

- PhD:** University of Michigan, Social Work & Political Science, 2005.
Dissertation: *Employers and Welfare to Work: Assessing Decisions About Retention of New Workers*
- MSW:** City University of New York (CUNY) - Hunter College Graduate SSW, 1995.
- BS:** University of Connecticut, Biology (chemistry minor), 1986.

EMPLOYMENT

Current Position:

Director, Institute for Nonprofit Organizations (INPO), and the Nonprofit Management and Leadership (NML) MA Degree and Certificate Programs, University of Georgia. 2014 - Present

Overall management of all aspects of the INPO and the MA in Nonprofit Management and Leadership and NML certificate programs ensuring the fulfillment of the mission and goals of the Institute, the School of Social Work, and UGA. Oversight of student recruitment, admissions, orientation, advising, internships, and graduation completion. Supervision of departmental advisors, part-time instructors, and graduate assistants. Facilitating partnerships between SSW faculty and students with other UGA units and community organizations. Teaching graduate and undergraduate courses, conducting community-based workshops, developing online professional development resources, and providing customized technical assistance to nonprofit leaders related to organizational capacity building, grant proposal preparation, program design and evaluation, and strategic planning. Conducting community-based interdisciplinary research.

Academic Positions:

Clinical Associate Professor, UGA School of Social Work	2019 - Present
Affiliate Faculty, UGA School of Public and International Affairs	2016 - Present
Clinical Assistant Professor, UGA SSW	2016 - 2019
Senior Academic Professional, UGA SSW	2014 - 2016
Part-time Instructor, UGA SSW	2011 - 2014
Assistant Professor, Virginia Commonwealth University SSW	2006 - 2011
Part-time Instructor, University of Michigan SSW	2003 - 2005

Other Professional Employment:

Executive Director, Bread for Life, Inc. Watkinsville, GA.	2012 - 2014
Research Associate, National Poverty Center – Ford School of Public Policy	2001 - 2005
ESL Teacher, Somang Language School, Seoul, South Korea.	1998 - 1999
Director of Program Resources/Case Worker, Women In Need, Inc. NY, NY.	1994 - 1998
Program Director/Counselor, Hall Brooke Hospital, Norwalk, CT.	1991 - 1993
ESL Teacher, Gakken Language Academy, Tokyo, Japan.	1990 - 1991
Fitness Instructor/Sales Associate, Bally's Health and Fitness, Milford, CT.	1988 - 1990
High School Science Teacher, Central Catholic HS, Norwalk, CT.	1987 - 1988

SUMMARY OF EXPERIENCE

Nonprofit Organizational Capacity Building

African Civic Engagement Academy (ACEA): Content Developer/Instructor for the creation and delivery of the online course, *Partnering In Mutuality with Communities in Need*, for the Africa Civic Engagement Academy which was launched in 2020 to provide and engages 2500 mid-career professionals from the public and nonprofit sectors across sub-Saharan Africa to enhance their knowledge and skills regarding organizational leadership, program design and evaluation, and participatory decision making. Funded by the U. S. Department of State (\$399,853), and administered by the UGA Office of Global Engagement (IGE), the project involves student recruitment, development of course content, and hosting two in-person conferences for selected participants. Operated under a sub-contract with the OGE (\$24,000 per course).

Athens Alliance Coalition: Technical assistance, focused on budget development and proposal preparation for the Athens Alliance Coalition in support of their proposal to the Athens-Clarke County Government to establish and operate the *Athens Homeless Encampment Project*. Awarded in the amount of \$2,400,000 for a 2-year period beginning March 2022.

Interdisciplinary Alliance for Nonprofits at UGA: Collaboration with UGA School of Public and International Affairs, the Fanning Institute for Leadership Development, the UGA Office of Service Learning, and the Terry College of Business holding bi-monthly “coffee hours” aimed at facilitating access by nonprofit organization to UGA resources related to internships, applied research and other relevant technical assistance.

Nonprofit Training Series: Collaboration with the Athens Area Community Foundation, the United Way of NE Georgia, the Athens Clarke County Housing and Community Development Department, and the UGA Office of Service Learning to provide free semi-monthly training to nonprofit organizations focused on organizational capacity building.

Indigent Services Program: Technical assistance focused on program design, budget development, and proposal preparation to the East Athens Community Development Center for their proposal to the Athens Clarke County Unified Government to provide immediate and urgent food and financial support to low-income individuals and families in East Athens impacted by Covid-19. EADC was awarded \$120,520 for the period beginning in June 2020 and ending December 2021.

EDC Youth Tennis Academy: Technical assistance focused on program design, budget development, and proposal preparation for the East Athens Community Development Corporation/Clarke Oconee Tennis Association for their proposal to the Athens Clarke County Leisure Services Department to deliver tennis programming and educational enrichment to 35 low-income youth. Awarded in the amount of \$69,250 for the 4-month period beginning June 2022.

Youth Organizations United To Help (YOUTH): Technical assistance focused on program design, budget development, and proposal preparation to Y.O.U.T.H., a coalition of five nonprofits, for their proposal to the Athens Clarke County Leisure Services Department to jointly deliver summer programming for low-income at-risk children and young adults. Awarded in the amount of \$179,500 for the 4-month period beginning June 2022.

Minority Business and Nonprofit Alliance (MBNA): Technical assistance for a successful proposal for MBNA to receive support through the UGA Student Industry Fellows Non-Profit Partners Program for the Spring 2022 semester. The project provided assistance with development of an overall marketing strategy designed to increase awareness of MBNA and its offerings related to supporting the development, growth, and sustainability of minority businesses and nonprofits in Northeast Georgia.

Community-Engaged Research

University of Georgia

EITC Education and Awareness Project: Co-PI. 2020-2023. Funded by the U. S. Department of Health and Human Services (\$1,346,697). The interdisciplinary 3-year project is to increase knowledge and utilization of the earned income tax credit by low-income racial/ethnic minority households and involves partnerships with Family and Consumer Sciences, Extension, and the Carl Vinson Institute as well as with multiple community-based organizations and businesses.
<https://www.fcs.uga.edu/fhce/eitc-project-team>

Anthem IT Apprenticeship Program: Program Evaluator. 2018-2020. Funded by Anthem Blue Cross Blue Shield (\$50,000, subcontract: \$8,000). In collaboration with the UGA Fanning Institute for Leadership Development, Year-Up Atlanta, and the Multi-Agency Alliance for Children, the program served young adults aging out of foster care and provided classroom training, internship, and apprenticeship opportunities in Information Technology. Evaluation included both formative and summative components.

Campus Kitchen Program Evaluation: Consultant. 2015-2016. Funded by the AARP - American Association for Retired Persons (\$50,000). Worked with UGA Campus Kitchen Project (CKP) to design and support an evaluation of 5 CKP programs across the United States aimed at identifying best practices to alleviate hunger and food insecurity among older adults in the respective communities. Collaborative effort with faculty from the UGA Office of Service Learning, the School of Public Health, and the Department of Family and Consumer Sciences.

Virginia Commonwealth University

Financial Stability Alliance: PI. 2008 – 2010). Funded by the Jessie Ball duPont Fund (\$190,580). Expanded Volunteer Income Tax Assistance (VITA) services in the Richmond metropolitan area in collaboration with myriad stakeholders including: the VCU Schools of Business and Mass Communications; the VCU Division for Community Engagement; the Richmond Department of Social Services; the U.S. Internal Revenue Service; United Way of Richmond-Petersburg; the MetroCASH Tax Coalition; and, the Federal Reserve Bank of Richmond. Developed four field placements for MSW (1) and BSW (3) students for whom I served as Field Instructor.

Community Workforce Investment Project (CWIP): PI. 2007-2009. Funded by the VCU Division for Community Engagement (\$18,750). Facilitated the design and implementation of a sectoral workforce development initiative in the health care field involving the VCU School of Social Work, the VCU Health System, and the Richmond Career Advancement Center. Developed two stipended MSW field placements.

Co-Work Academy: Consultant. 2009. Funded by the Virginia DSS (\$7,000). Provided technical assistance for strategic planning, project design, and program evaluation to Training Development Corporation-Richmond for its initiative designed to provide work readiness training and job placement services to ‘hard-to-employ’ recipients of Temporary Assistance for Needy Families (TANF). Developed one MSW field placement for which I served as the Field Instructor.

Second Chance Offender Rehabilitation Effort (SCORE): Evaluator. 2010. Funded by the Greater Richmond Bar Foundation (\$10,000). Evaluated a re-entry initiative for formerly incarcerated individuals being implemented by the U.S. East District Federal Court and oversaw the production of a ‘best practices’ guide and a community resources manual by VCU students to support the implementation of the program, in partnership with the University of Richmond Law School. Developed one MSW Field Placement.

Career Coaches Program: PI. (2008-2009) Funded by the Virginia Community College System VCCS (\$49,000). Evaluated the VCCS Career Coaches Program serving ‘middle majority’ high school students throughout Virginia; co-led the development and delivery of Career Coaches Program training curriculum; and, prepared policy guidelines regarding the implementation of Virginia’s Career Pathways System.

Sharing How Access to Resources Empowers (SHARE) Network: PI. 2009. Funded by the U. S. Department of Labor - Center for Faith-Based & Community Initiatives (\$15,000). Co-led the strategic planning process, in collaboration with the Governor’s Office for Workforce Development, for expanding Virginia’s SHARE Network initiative, with the goal of improving citizens' access to the State’s One-Stop Workforce Investment System. Developed an MSW Macro Concentration Field Placement.

University of Michigan

The Detroit Welfare-to-Work Public Service Employment Program (WtW-PSE): PI. 2004. Funded by the UM Interdisciplinary Committee for Organizational Studies (\$3,000). Evaluated a subsidized jobs program for ‘hard-to-employ’ welfare recipients. Involved collaboration with WtW-PSE program participants, employers, representatives from workforce development organizations, and various City of Detroit public officials.

The New Start Employment Project: PI. 2003-2004. Funded by the Joyce Foundation (\$111,502). Two-year evaluation of a transitional jobs initiative for men and women on probation or parole and in treatment for substance abuse. Involved extensive collaboration with private workforce development service providers and representatives from public agencies and included oversight of instrument design, data collection and analysis, dissemination of findings, and supervision of research staff.

NONPROFIT PROGRAM DEVELOPMENT

MA and Certificate in NML Expansion: Increased the size of the entering MA cohort from 7 to 28 and the number of students earning the NML Certificate increased from 36 to 193.

Online Offerings: Launched Graduate Online Certificate in Nonprofit Management and Leadership in (2018) with courses including Theory and Management of Nonprofit Organizations; Grant Proposal Writing; Volunteer Recruitment and Management; Evaluation of Practice; and Fundraising for Nonprofits.

Double Dawgs: Established 13 “Double Dawgs” (DD) programs where undergraduate students on the DD ‘pathway’ earn 12 credits of graduate courses in nonprofit management and leadership and transfer into the full MA program, completing both degrees in 5 years. Undergraduate majors include: Dance; Finance; Human Development and Family Studies; Interdisciplinary Studies – UGA Griffin; Latin American and Caribbean Studies (LACSI); Music; Music Performance; Psychology; Social Work-BSW; Sociology; Theater; and Women’s Studies. Currently 26 students are on the MA NML pathway.

Thomas P. Holland Professorship: Worked collaboratively with UGA School of Social Work Dean, SSW Director of Development, and the Athens Area Community Foundation to secure funds in the amount of \$225,000 to establish a named distinguished professorship for the INPO.

TEACHING / FIELD INSTRUCTION / STUDENT ADVISING

University of Georgia

- Theory and Management of Nonprofit Organizations & Programs (MSW/MA NML)
- Evaluation of Community Practice/Program Evaluation (MSW/MA NML)
- Financial Management of Nonprofit Organizations (MA NML)
- Social Welfare Policy and the Social Work Profession (MSW)
- Direct Practice Methods (MSW)
- Field Practicum Seminar (MSW)
- Nonprofit Consulting Seminar (MA NML)
- Grant Proposal Writing (MA NML)
- General Practice of Social Work III (BSW)
- The Profession of Social Work (BSW)
- Academic Advisor for all MA NML students & supervisor for all MA NML GAs
- Advising non-MA NML students interested in seeking the NML Certificate
- Faculty Field Liaison for MSW Field Seminar students
- Supervised two doctoral students for their teaching practica (Spring 2017 & Spring 2020).

- Served on dissertation committees for four UGA doctoral students.
- Supervised INPO sponsored visiting scholars from Korea, 2017-2019 academic years, and Germany, Spring 2022.
- Instructor for all MA NML internship courses
- Online course developed, MNML 7226E: Evaluation of Professional Practice (Fall 2018).
- New course developed and taught for the MA NML Program – “Nonprofit Financial Management” (Fall 2017)
- New online course developed and taught, “Grant Proposal Writing”, first taught in Fall 2017.

Virginia Commonwealth University

- Policy, Community and Organizational Practice (MSW)
- Social Welfare Legislation and Services (MSW)
- HBSE - Person in Society II (BSW)
- Social Work Practice: Fundamentals (BSW)
- Special Topics: Tax Volunteers Service Learning (Bus. Adm.)
- Faculty Field Liaison for 10-12 BSW and MSW students annually
- Field Instructor for BSW and MSW student interns at agencies with no MSW on staff
- Academic Advisor for 12-15 undergraduates per year

University of Michigan

- Organizational, Community, and Societal Structures and Processes (MSW)
- Introduction to Social Welfare Policy and Services (MSW)

AWARDS/RECOGNITION

- UGA MA NML Teacher of the Year: 2023, 2021, 2020, 2019, 2018, 2015.
- UGA SSW 2014 Field Instructor of the Year
- VCU SSW 2010 Faculty Social Justice Award
- University of Michigan Gerald R. Ford Fellow in American Government and Politics
- University of Michigan Regents Fellow

UNIVERSITY & COMMUNITY SERVICE

University of Georgia

- Mandela Washington Fellows Program Mentor: 2023 & 2022
- SSW Faculty Executive Committee (FEC)
- SSW Strategic Planning Task Group
- UGA Strategic Planning Committee (Chair 2022-23)
- MA NML Program Committee (Chair)
- MSW Program Committee
- UGA Community Engagement Covid Task Force
- UGA Undergraduate Admissions Committee
- SSW Grade Appeal Committee
- MSW Curriculum Revision Sub-Committee
- Envision Athens Education and Workforce Committee

- United Way of NE Georgia, Board Member and Community Impact Committee Member
- East Athens Development Corporation, Board Member
- Bread for Life, Inc., Board Member
- Athens Clarke County Homeless Continuum of Care Governing Board
- Athens Clarke County Housing and Community Development Vision Committee
- Community Connection Health Needs Assessment Volunteer
- Athens United Soccer Association Fundraising Committee Chair

Virginia Commonwealth University

- University Division of Community Engagement Poverty Initiative Steering Committee
- University Council Committee
- University Undergraduate Curriculum Committee
- University Undergraduate Honors Council Committee
- SSW Organizational Diversity Plan, Committee Chair
- SSW Center for Community Research and Practice Planning Committee
- SSW Academic Standards Committee
- SSW BSW Program Committee
- SSW International Initiatives Committee
- SSW Macro Content Curriculum Group Committee
- SSW Faculty Rights and Responsibilities Committee
- da Vinci Center - Women's Enterprise Initiative Advisor
- Virginia Supportive Housing Program Evaluation Advisory Committee Member
- Virginia Workforce Council One-Stop Committee Member
- Virginia Asian Chamber of Commerce Advisory Board Member

University of Michigan

- Doctoral Program Committee
- Graduate Employees' Organization Member
- City of Detroit Office for Workforce Development Pro Bono Consultant

PROFESSIONAL PRESENTATIONS/LECTURES

Implementing the Mission and the Vision. Presentation to the 2023 Mandela Washington Fellows. June 27, 2023. Athens, GA.

Engaging Graduate Students in Social Work and Nonprofit Leadership in Delivering VITA Services for Low-Resourced Communities, Volunteer Income Tax Assistance Conference, VITA-U. Mayaguez, Puerto Rico. May 23-25, 2023.

Inclusive Stakeholder Engagement. Africa Civic Engagement Academy (ACEA) Summit. Nairobi, Kenya. May 17-19, 2023.

The Nonprofit Sector in Athens, GA: A Microcosm of the United States. Presented to faculty and students of Neubrandenburg University of Applied Sciences. May 11, 2023.

Industry Insiders: Careers in Helping Professions (Moderator). Sponsored by UGA Career Center. Panelists: Grant Thomas; Donjanea Williams; Ansley Howze; and, Matt Boerner. March 28, 2023.

UGA Innovation District. The World of Nonprofit Social Startups (sponsored by Truist). Wednesday, February 15, 2023).

Telling Your Story: Channeling Passion & Matching it with Purpose. United States Embassy – Ghana, May 22-23, 2022.

From Ideas to Implementation: Assessing Community Needs, Designing Programs & Analyzing Impact. A Presentation to the Faculty and Students of the Sung Kyun Kwan University Social Welfare Department, June 16, 2022.

The Rise of the Nonprofit. Presentation to the University of Georgia Woman’s Club, March 8, 2022.

Achieving Financial Sustainability in Small Nonprofits Serving Marginalized Populations, with Chris Strickland. Council on Social Work Education’s 66th Annual Program Meeting, November 12-15, 2020. (Accepted but not presented due to Covid-related restrictions on travel and funding).

Leadership Panel, American Constitution Society Annual Meeting, “Strengthening your Leadership Skills.” American Constitution Society Annual Meeting, Friday, October 18, 2019. Loudermilk Conference Center, Atlanta GA.

Work, Poverty, and Family Well-Being in Professional Social Work Education, with Lawrence Root, Louise Simmons, and Julie Rosenzweig. Council on Social Work Education’s 56th Annual Program Meeting-Promoting Sustainability in Social Work Education. Portland, OR, Oct. 16, 2010.

Beyond Tax Prep: Partnering with Educational Institutions. Common ‘Cents’ Conference, Bethesda, MD, August 31, 2010.

Manufacturing, Engineering and Technology Career Coach Program, Presentation to the Governor’s Manufacturing Advisory Council (with Scott Kemp, Coordinator of Career Coach Program & James Smith, Career Coach-VWCC), Richmond, VA, May 13, 2010.

The What, Why, and How of Career Coach Data, Virginia Community College System Career Coach Academy. (with Wendy Kang, Director of Research, VCCS Workforce Services), Charlottesville, VA. September 16, 2009.

Developing a Common Language, The Governor’s Forum on Disability and Economic Development. Roanoke, VA. Panel Moderator–. September 15-16, 2009.

Best Practices in Career Coaching, with Elizabeth Creamer, Wendy Kang and Scott Kemp. The Virginia Community College System. “New Horizons 2009: Access, Excellence, Enlightenment.” Roanoke, VA. April 1, 2009.

Best Practices in Career Coaching, with Wendy Kang and Elizabeth Creamer. The Virginia Community College System. “HIRE Education: 2008 Workforce Development Conference.” . Hot Springs, VA. December 9-12, 2008.

The Community Workforce Investment Project: Collaborating to Facilitate Employment Among Low-Skilled Individuals. Council on Social Work Education 54th Annual Program Meeting, “Social

Work Policy and Practice: Linking Theory, Methods, and Skills.” Philadelphia, PA. October 31 – November 2, 2008.

SHARE Network Regional Meetings: Overview and Summary of Findings. VA Governor’s Office for Workforce Development and the U. S. Department of Labor. John Tyler Community College, Richmond, VA. October 3, 2008.

Partnering with Businesses to Facilitate Job Retention and Advancement of Entry-Level Workers. Council on Social Work Education 53rd Annual Program Meeting, “Preparing the Next Generation of Educators.” San Francisco, CA. October 27-30, 2007.

Promoting Job Retention and Advancement Among TANF Recipients by Supporting Employers to Implement Workplace Support Practices. Administration for Children and Families/Office of Planning, Research and Evaluation, 10th Annual Welfare Research and Evaluation Conference. Washington D.C. June 4-7, 2007.

Transitional Employment: A Promising Model for Facilitating Employment Among Individuals with Criminal Records, with Sascha Demerjian, Victoria Panthai, and Sandra Danziger. Society for Social Work and Research 11th Annual Conference, “Bridging Disciplinary Boundaries.” San Francisco, CA. January 11 - 14, 2007.

TANF Recipients and Job Retention: Helping Employers to Help Their Workers. The Virginia Alliance of Social Work Practitioners. Virginia Beach, VA, Oct. 19th, 2006.

Evaluating the New Start Employment Project: Transitional Jobs for Re-Entering Men & Women” 2006 National Transitional Jobs Network Conference: “Strengthening Communities. Building the Workforce of the Future.” with Sandra Danziger, Sascha Demerjian, and Victoria Phanthai. Atlanta, GA, October 12, 2006.

Employers and Welfare Reform: Exploring Workplace Retention Practices. 39th Annual UK Social Policy Association Conference, “The State of Welfare: Past, Present, and Future: An International Social Policy Conference.” The University of Birmingham. Birmingham, England. July 17-19, 2006.

The New Start Employment Project: Mid-term Report, with Sascha Demerjian, Victoria Panthai, Sandra Danziger. Goodwill Industries of Greater Detroit, Inc. Detroit, MI. April 13, 2005.

Implementing Welfare-to-Work in Detroit: The Importance of the Worksite. “Social Policy as if People Matter: A Cross-National Dialogue.” Adelphi University and The Consulate General of Sweden. Garden City, NY. November 11-12, 2004.

Implementing a Workforce Development Program for Welfare Recipients in Detroit: Maintaining Goal Congruence among Myriad Stakeholders. Honorable Mention Poster Presentation Award at the Eastern Evaluation Research Society 27th Annual Conference, “Effective Evaluation: Negotiating the Methods Maze.” Absecon, NJ. April 18-20, 2004.

Employers and Work First: Customers or Partners? The Center for Economic and Social Inclusion. “Pathways to Work, Pathways to Inclusion.” Belfast, Northern Ireland. November 18-19, 2003.

PUBLICATIONS

Grossman, J., Kato, L., **Mallon, A.**, Maguire, S., & Conway, M. (October, 2015). *The Value of Credentials for Disadvantaged Workers: Findings from the Sector Employment Impact Study*. The Aspen Institute. Washington, DC.

Mallon, A.J. & Stevens, G. (March 2012). Children's well-being, adult poverty, and jobs of last resort. *Journal of Children and Poverty*.

Mallon, A.J. & Stevens, G. (2011). Making the 1996 Welfare Reform Work: The Promise of a Job. *Journal of Poverty: Innovation on Social, Political & Economic Inequalities*. (Also available in the National Poverty Center, Working Paper Series, 2010-3. Ann Arbor, MI).

Mallon, A.J. & Stevens, G. (2010, April 19). *Promise of a Job: Reducing Poverty and Enhancing Children's Future Opportunity*. Washington, DC: Spotlight on Poverty and Opportunity.

Mallon, A. J. & Masri, D. N. (March, 2009). *A Snapshot of Best Practices in Career Coaching & Recommendations for Future Implementation and Evaluation*. Report to the Virginia Community College System – Workforce Development Services.

Johnson, K. L. & **Mallon, A. J.** (January, 2009). *Employment Advancement for TANF Participants*. Report Prepared for Training & Development Corporation - Richmond

Mallon, A. J. (2007, December). Employers and work first policies: Exploring workplace support practices. *The Journal of Policy Practice*, 6(4).

Mallon, A. J. (February, 2007). Book review of Not just getting by: The era of flexible workforce development. *Work and Occupations*, 34(1-2).

Mallon, A. J. (June 2005). Book review of Changing welfare, edited by Rachel Gordon. *Children and Youth Services Review*, 27(6).

Mallon, A. J. (2003, April). *Public Service Employment for Hard-to-Employ Welfare Recipients in Detroit: Lessons Learned and Recommendations for the Future*. Report prepared for the City of Detroit Employment and Training Department, Detroit, MI.

Mallon, A. J. (2001, April). *Welfare to Work: What Have We Learned? Findings from Research on Welfare Reform in Illinois, Indiana, Iowa, Michigan, Minnesota, Ohio, and Wisconsin*. Report prepared for The Joyce Foundation, Chicago, IL.

MEDIA

WUGA: UGA Program Brings Tax Help to East Athens. March 6, 2023.

WUGA: UGA Expert on Donating Time vs Money. November 30, 2021.
<https://www.wuga.org/post/uga-expert-donating-time-vs-money#stream/0>

WalletHub: INPO director interviewed for WalletHub's "Charity Calculator – Expert Opinions" section focusing on volunteering and nonprofit organizations:

<https://wallethub.com/charity-calculator/#expert=anthony-j-mallon>

UGA Today: Nonprofits in the Classroom. March 1, 2021.

<https://news.uga.edu/nonprofits-in-the-classroom>

UGA Today – Columns: Director of Institute for Nonprofit Organizations supports United Way. October 30, 2020.

<https://news.uga.edu/director-of-institute-for-nonprofit-organizations-supports-united-way/>

Gainesville Times: How to Avoid Charity Scams this Holiday Season. December 6, 2015.

<https://www.gainesvilletimes.com/news/how-to-avoid-charity-scams-this-holiday-season/>

Athens Banner-Herald: Nonprofit bakes bread, builds careers.

Nonprofit bakes bread, builds careers (onlineathens.com). November 1, 2021.