

KEVIN MILES IRBY

Staatsburg, NY

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PROFESSIONAL SUMMARY

Kirby is a climate and food systems philanthropy leader with experience leading alongside CEOs, Executive Directors, and boards in the impact space to build robust, community-driven strategies, programs, and teams. He has worked in diverse fields with private foundations, funder collaboratives, impact investors, family offices, nonprofits, and companies to drive systems change with an integrated capital lens. He has deep experience in and commitment to social and ecological regeneration, racial equity and justice, and the centrality of integrity and trust in the partnerships that drive our world. He aims to bring tenacity, joy, and humility to his work, focusing on relationships over transactions.

AREAS OF EXPERTISE

- Strategic leadership and implementation
- Philanthropic advising and grant management
- Operations and process development
- Virtual team management and coordination
- Board relations and management
- Complex problem solving and relations management
- Risk and crisis management
- Financial analysis, budgeting, and cashflow

PROFESSIONAL EXPERIENCE

Funders for Regenerative Agriculture (FORA)

Staatsburg, NY

Managing Director (November 2020 – Present)

Funders for Regenerative Agriculture (FORA) is a diverse group of funders who are working together to accelerate the transition of our agricultural systems to a more regenerative, just, and nutritious system for all people and our ecosystems.

- Developed organization's strategy, working groups, programming, membership, hiring, operations, and financial systems
- Functioned as COO and COS to Executive Director
- Expanded membership from 10 to 80+ members within three years, managing philanthropic advisory services and programs
- Managed board relations, meetings, agendas, minutes, calendars, and board packet creation
- Co-created programs and collaborative grantmaking supporting BIPOC led-and-serving organizations
- Collaborated with experts in the field including scientists, researchers, government workers, practitioners, and more

Threadspan Advisory

Rhinebeck, NY/New York, NY

Director (November 2017 – Present)

Threadspan is an advisory firm focusing on catalyzing impact initiatives in partnership with funders and practitioners.

- Guide strategic planning for various clients in diverse fields of practice, with a focus on practitioners in the Hudson Valley and NYC
- Provide board governance, management support, and landscape analyses for funders, and their grantees and investees
- Co-founded the Riverbed Collective, a Community Investment Fund (CIF)
- Co-founded and coordinated the Hudson Valley Farmer Training Collaborative (HVFTC)

Armonia LLC

Greenwich, CT/New York, NY

Investment Associate, Private Equity (November 2015 – November 2017)

Armonia is a multigenerational family office that invests in regenerative food and agriculture solutions.

- Supported a multigenerational family office's private equity portfolio of 35+ partners focused on impact investments
- Managed due diligence, deal transactions, legal structuring, project management, reporting, board governance on 30M+ in deals
- Provided board governance to portfolio companies and internal consulting
- Liaised between a multigenerational cohort of family members and the trustees of the bank responsible for administering funds

C&S Wholesale Grocers, & ES3 LLC

Keene, NH/Windsor Locks, CT/Tampa, FL

Amazon Account Executive (December 2014 – October 2015)

M&A Corporate Development Analyst (June 2014 – December 2014)

Facilities Planning, Automation, and Industrial Engineering Analyst (February 2014 – June 2014)

Corporate Strategy & Marketing Analyst (May 2013 – January 2014)

C&S Wholesale Grocers & ES3 LLC together are a privately owned, \$30B food distribution and supply chain company.

- Excelled in a highly selective rotational leadership development program working with senior leadership
- Executed due diligence with the SVP of M&A on \$300M+ in deals; performed financial analyses on target P&Ls and forecasts
- Developed and led an \$8M E-commerce platform with SVP of Sales
- Worked with the IE team to drive process improvement and engage stakeholders to facilitate change management and mitigate risk
- Lead on "Food Desert" business model initiative; built out framework targeting food accessibility solutions to drive CSR agenda
- Authored, designed, and distributed whitepapers on industry trends for internal consulting and external distribution

BOARD EXPERIENCE

GreenWave

USA

Member, Board of Directors (November 2023 – Present)

GreenWave trains and supports regenerative ocean farmers in the era of climate change. We work with coastal communities throughout North America to create a blue green economy—built and led by ocean farmers—that ensures we all make a living on a living planet.

Funders for Regenerative Agriculture (FORA)

Staatsburg, NY

Co-Chair of the Board (September 2019 – November 2021)

- Founding co-chair of the board, interim executive director in 2020 leading the organization through the pandemic
- Co-developed governance and organizational structure, fiscal sponsor relationship, and all operational and strategic processes
- Planned and facilitated board retreats, all member meetings, accountability systems, and educational programming

Farm Ferments, Whitethorne LLC

Hudson, New York

Chair and Secretary, Board of Directors (April 2018 – January 2021)

Farm Ferments is a food brand, manufacturer, and co-packer working in service of supporting a local, regenerative, and just food system in the Hudson Valley.

- Led the organization's spin-off from a local nonprofit into a hybrid ownership model
- Raised and structured \$2M+ in equity, debt, and government financing
- Interim CEO in the summer of 2018; executed management transition and board governance buildout

FELLOWSHIPS

Good Work Institute Fellowship (2017)

Hudson Valley, NY

- Regional leadership development program for entrepreneurs, community leaders, and place makers supporting the new economy

NH Center for Nonprofits, Hoffman-Haas Fellow (2015)

Keene, NH

- Program aimed towards developing nonprofit management skills, governance strategies, and board acumen

EDUCATION

The Management Center

Washington D.C., USA

- Managing to Change the World certificate, a course on effective team management for leaders of nonprofit organizations

Harvard Law School (April 2015)

Boston, MA

- Negotiation and Leadership certificate, a case-based intensive course on the strategies, tactics, and theories behind negotiations

Middlebury College (2009 – 2013)

Middlebury, VT

- Bachelor of Arts, Biology and Environmental Studies Joint Major, Minor in French

IEP Bordeaux, Sciences PO (2012)

Bordeaux, France

- Semester of foreign exchange with a French “Grand École” specializing in business strategy and political science

United World College of the Atlantic (2007 – 2009)

St. Donat's, Wales, UK

- International Baccalaureate recipient; selected as a U.S. Davis Scholar: two-year program with 350 students from 88 countries

SKILLS

- Microsoft Suite (Word, Powerpoint, Excel, Publisher)
- Website administration (Squarespace, Wordpress)
- Google suite (Google Drive, Docs, Sheets, Slides, Admin, Calendar, Groups, Forms, Jamboard)
- Meeting management (Zoom, Google Meet)
- Collaborative platforms (Trello, Asana, AirTable)
- Zapier, Loomio, Miro, Basecamp)
- Communication platforms (Gmail, Outlook, Slack, Mailchimp, Survey Monkey, Loom)
- Accounting software (QBO, Divvy, Liscio, Hubdoc)
- Research and database (ChatGPT, Airtable, CRMs, PubMed, JSTOR)

PUBLICATIONS & WORK

- Editor on [Analysis & Recommendations: U.S. Policy](#)
- Editor on [Climate Brief](#), [Soil Brief](#), [Water Brief](#)
- Lead, Interactive Data Visualization Platform
- [The River That Flows Both Ways](#)

LANGUAGE SKILLS

Native proficiency in English; conversational proficiency in French, Spanish

ADDITIONAL

Interests: trail running, hiking, gardening, reading, backpacking, swimming holes, fiber and textiles, photography, friendships