

TONJA KHABIR, MPH

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2025's Georgia Trend 40 Under 40 Honoree. Skilled philanthropic and community development professional with 10+ years experience in organizational & program management. Adept at fostering strategic partnerships leveraging \$31m in investments to support equity-driven initiatives and underserved communities.

STRENGTHS & COMPETENCIES

Strategic Leadership & Executive Management of multi-disciplinary teams, Community-Led Planning & Co-Design, Public Policy Analysis, Advocacy, and Coalition-Building across local, state, and national levels, Equity-Centered Program Design, Resource Mobilization for mission-driven organizations, Operational Oversight, Budget Management, and Data-Driven Impact Evaluation, Storytelling, Public Speaking, & Stakeholder Engagement to advance social justice.

SIGNATURE ACHIEVEMENTS

- Directed over \$1.5M in revitalization funding to support neighborhood planning, affordable housing, & land redevelopment within a historically disinvested community in Macon, GA.
- Spearheaded the Pleasant Hill Action Plan, developing a framework for monitoring/evaluation & stakeholder engagement, leading to \$500K federal grant awarded through the Bipartisan Infrastructure Law to support improved accessibility for 1800+ residents.
- Facilitated more 75+ strategic planning meetings and neighborhood engagement sessions to gather community-led responses to blight, housing instability, and infrastructure disrepair.
- Co-led the redevelopment of a 17-acre linear park project, transforming underutilized land into a community asset through multi-sector partnerships and inclusive public design.

PROFESSIONAL EXPERIENCE

Chief Officer Francis & Wade, LTD., | Apr 2021- Present

Works collaboratively to implement equity-driven community solutions for gov. institutions.

- Led cross-sector initiatives to combat urban blight and housing instability, aligning policy solutions with resident priorities and stakeholder input, developing a residential market analysis and a county-wide blight reporting tool with Google & Macon-Bibb IT.
- Developed and directed capacity-building initiatives enhancing NPO financial management, entrepreneurship, and policy advocacy to empower 50+ residents as active leaders in shaping community outcomes in 2025.
- Grants Admin & Reviews supporting Small Businesses, Urban Planning & Community Development for T Mobile & American Express w/ National Mainstreet.

Inaugural Executive Director- Griffith Family Foundation | Dec 2017- Mar 2021

Handpicked to lead a Board & staff to foster grassroots grant making, managing a \$2m annually.

- Designed & implemented grant making systems & institutional policies that streamlined documentation/ reporting, increasing equitable access to funding by 75%.
 - Cultivated a diverse network of 100+ cross-sector stakeholders, leveraging relationships to expand resources, align policy goals, & drive solutions for \$5m+ in place-based investments.
 - Led the development of 2 equity-focused capital initiatives organizing \$500K in startup funding & distributing resources to over 150 under-capitalized local businesses & NPOs.
 - Delivered strategic learning sessions & technical assistance to 75+ grassroots organizations, strengthening local capacity with peer learning frameworks.
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HONORS

- **Georgia Trend Magazine- 40 under 40 (2025)** | Award for Service & Leadership statewide
- **Transformative Justice Infrastructure Fellow 2025** | Fellowship for Public sector leaders.
- **5 Under 40 Macon- 2020** | Award for Service & Leadership with Macon Magazine.
- **PLACES Fellow- 2019** | National training program identifying philanthropic professionals in the practice of equity, diversity & inclusion with The Funder's Network.
- Delivered the 2019 **Commencement Address at Wesleyan College** to an audience of 500 university trustees, faculty & staff, undergraduate, graduate students & families.
- **Changing Faces of Philanthropy- 2018** for Philanthropic Professionals of Color.

BOARDS & MEMBERSHIPS

- United Way of Central Georgia (UWCG) Member and DEI Committee
- The Grand Opera House Board
- The Historic Douglass Theatre- Secretary
- CG Empowerment Fund- Founder/ Secretary
- Task Force for Reimagining Civic Commons
- Atrium Health Next Gen Advisory Council
- Mayor Lester Miller 2020 Transition Team

TRAININGS

- Reflective Structure Dialogue- Fanning Institute for Leadership, University of Georgia, 2020
- Racial Equity Training- Racial Equity Institute of North Carolina, 2018-2019.
- NewTown Macon- Developer's Academy and Entrepreneurs Academy 2018

EDUCATION

Master of Public Health | Morehouse School of Medicine

B.A. Sociology, Summa Cum Laude, Phi Beta Kappa | Fisk University

Certificate- Management & Leadership for Nonprofit & Gov Orgs. | University of Maryland

Do Good & YBGB Institute Fellow