



Peggy Morrison Outon is the Principal at Excelsior Consulting, a new full service consulting firm dedicated to challenging the thinking of nonprofit leaders and supporting them as they deliver their most effective work. Until June 2023, Peggy served as the founding Executive Director of the Bayer Center for Nonprofit Management at Robert Morris University in Pittsburgh, Pennsylvania. She was also founding Executive Director of the Covestro Center for Community Engagement and an Assistant Vice President for Community Engagement and Leadership Development at Robert Morris University.

Prior to establishing the Bayer Center, Peggy founded similar institutions in Austin, Texas and New Orleans, Louisiana. Since its founding in 1999, the Bayer Center @RMU has worked with more than 5000 regional and national nonprofits. Since we began our work in the year 2000, we have done 2,737 consulting projects for 1,543 organizations. That's a lot of strategic plans! 19,228 people took our classes representing 4,911 organizations. At the Covestro Center, 1047 people were trained by BoardsWork!. 379 retreats for member nonprofits improved their governance. We worked with 174 businesses on 124 SkillShare projects, tapping the expertise of 581 employees to build sturdy bridges between our nonprofit community and their business partners. To finance all of this work, we benefited from philanthropic and corporate investment, fees and contracts. From all sources, we generated \$24,243,714...investments to build a strong community through its strong nonprofits.

The Bayer Center was recognized as a national leader in the capacity building field and in 2011, was endowed for its work by the Richard King Mellon Foundation. Its groundbreaking three years of research on the lives of women in nonprofits and the pay gap they confront in their employment, 74%: EXploring the Lives of Women in Nonprofits, has attracted more than seven million media impressions since the work began in 2011 and helped to reduce the pay gap significantly in our region. Peggy also led research on the retirement of baby boomers and the effect on the nonprofit sector, "What Now?". Her research has been frequently published in national nonprofit media, including a cover story in the "Chronicle of Philanthropy" on the 74% project. The "What Now" research was featured in Independent Sector's list of most important research done in March 2019.

Peggy has four decades' experience in the nonprofit sector as development officer, management support professional, board member and volunteer. As a consultant, she has served more than 1500 clients as they improved their strategy, governance, fundraising and made executive transitions. She worked as an arts development officer in Austin, TX and in New Orleans, LA. With the help of many volunteer leaders, she has led successful fundraising campaigns that have resulted in \$50 million new dollars for arts, management support and

PLANNING | GOVERNANCE | RESOURCE DEVELOPMENT

peggy@excelsiorconsulting.org • 412-916-2130 • www.excelsiorconsulting.org

other nonprofit organizations. She has served on thirty five nonprofit boards – eight as President. She led the national merger that resulted in the Alliance for Nonprofit Management.

She served as Founding Board Chair and led the organization to a peak membership of more than 600 capacity building organizations across the United States in 2002. After Hurricane Katrina, she served on an emergency task force convened by the Ford Foundation in Baton Rouge to create a foundation for the Governor of the State of Louisiana in order to receive the funds being raised by Presidents Bush I and Clinton. A respected speaker and teacher, from 1993-1999 she taught in the graduate program for Arts Administration at the University of New Orleans. She has spoken at conferences and meetings throughout North and Central America for the last thirty years, reaching more than 20,000 people with her message of the vital importance of a healthy, just and appropriately resourced nonprofit sector.

She is long married to Paul Outon, a contractor and property manager. They live on the Northside of Pittsburgh in an old Victorian built in 1874 that Paul has in constant repair! They have two adult children – Ross who is a Cellar Master at Patz & Hall Winery in Sonoma, CA and Katie, an attorney and nonprofit executive at Entrepreneurs Forever in Pittsburgh. Peggy is a serving elder at Community House Presbyterian Church and an active volunteer with Global Pittsburgh and the Northside Common Ministries. Over her career, she has received many awards, including Top 50 For Power and Influence from the national publication, The Nonprofit Times; Peggy Morrison Outon Day at the Pittsburgh City Council on 22 March 2011; the Pearl of Excellence from the Girl Scouts in 2008; Woman of Influence 2020, Pittsburgh Business Times where she is an occasional contributor

PLANNING | GOVERNANCE | RESOURCE DEVELOPMENT

peggy@excelsiorconsulting.org • 412-916-2130 • www.excelsiorconsulting.org