



Leadership Biographies

Executive Leadership



Erica Mackie

P.E., CEO and Co-Founder

Erica is the CEO and co-founder of GRID Alternatives, the nation's largest nonprofit solar installer. She started the organization with co-founder Tim Sears in 2001 while working as a professional engineer implementing large-scale renewable energy and energy efficiency projects for the private sector. Their vision was to make the benefits of these technologies available to low-income communities that need the savings and jobs the most, but have the least access.

Using a barn-raising model, GRID Alternatives trains and leads teams of job trainees and other community volunteers to install solar electric systems exclusively for low-income families and communities. Every project generates "triple bottom line" results: measurable, long-term financial benefits for low-income families struggling to keep up with monthly expenses; real-world, hands-on experience for local workers in the growing field of solar installation; and environmental benefits by eliminating greenhouse gas emissions and building support for solar power as a practical solution for all of our communities.

Ms. Mackie has received numerous awards for her leadership of GRID Alternatives, including the Governor's Environmental and Economic Leadership Award in 2008, the New Leaders Council Energy Leadership Award in 2009, the James Irvine Foundation Leadership Award in 2010, the US Green Building Council's Green Building Super Hero Award in 2010 and the 2013 Clean Energy and Empowerment Award from C3E. She speaks regularly at solar and energy-related conferences such as PV America and Solar Power International on renewable energy access and gender diversity in the solar industry.



Tim Sears

P.E., COO and Co-Founder

Tim Sears is the COO and co-founder of GRID Alternatives, the nation's largest nonprofit solar installer. He co-founded GRID Alternatives with Erica Mackie in 2001 and has helped develop it into a major national non-profit bringing solar technology and training to underserved communities across the country. He has shared with Erica Mackie numerous leadership awards for this work, and in 2014 was honored by the White House as a "Champion of Change" for Solar Deployment.

Mr. Sears is a graduate of Stanford University with a degree in Civil and Environmental Engineering, and before starting GRID Alternatives managed consulting teams of engineers providing comprehensive energy efficiency retrofit recommendations and construction management of projects totaling over \$3 million.solar industry.



Anna Bautista

VP of Construction and Workforce Development

Anna Bautista is head of construction and workforce development programming for GRID Alternatives, the nation's largest nonprofit solar installer. In that role, she leads GRID's two major workforce diversity initiatives: RISE, an initiative launched in 2015 aimed at increasing diversity in the solar industry and connecting an industry that needs good people with communities that need good jobs; and the National Women in Solar Initiative, launched in 2014 to bring more women into the solar industry and support their professional growth.

Anna has over 10 years of experience in solar as a site supervisor, trainer and educator, project manager, and design and installation technician. She is proud to represent among the two percent of NABCEP certified PV professionals who are women but hopes to see that percentage grow to the double digits. She speaks regularly at solar and energy-related conferences such as Solar Power International and Intersolar on workforce diversity and renewable energy access.

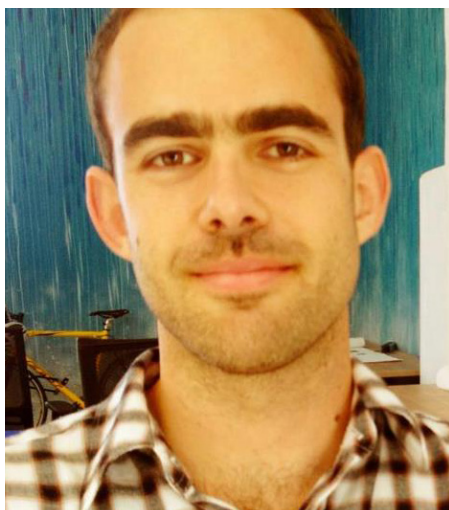


Zach Franklin

Chief Strategy Officer

Zach Franklin joined GRID Alternatives in 2006 and has helped grow it into a nationally recognized organization. As part of GRID's vision of a transition to clean, renewable energy that includes everyone, Zach launched and leads the organization's expanding clean mobility work. This initiative, initially focused in California, works to make electric vehicles more accessible to the communities GRID serves through investments from the California Air Resources Board (CARB) in low-carbon transportation equity programs, and SB 1275, the California Charge Ahead Initiative.

Prior to joining GRID, Zach worked in the affordable housing field in the areas of project development, fundraising, and community services, including launching and running community technology centers at affordable housing complexes in the Bay Area and Providence, Rhode Island and developing housing facilities for low-income seniors and homeless families in Oakland and Richmond. He holds a degree in Economics and History from Brown University and serves on the Board of Directors of Rising Sun Center for Opportunity, a leading workforce development organization based in Oakland.



Jeff Coleman

VP of Outreach

Jeff Coleman began at GRID Alternatives in 2016. Mr. Coleman has been a leader at the intersection of technology, organizing, and social impact for more than a decade. Since 2003, he has helped leading nonprofits, labor unions, campaigns, and startups build large-scale grassroots organizations by combining traditional community organizing practices with smart, strategic opportunities to leverage emerging technology. Mr. Coleman has been a founding executive, advisor, and consultant to social impact startups including Farmigo, Amicus, and Organizer Inc. - technology platforms that empower citizens to organize and bring change to their communities. Prior to that, as Deputy Field Director in 2008 and Senior Advisor in 2012, he was instrumental in developing the groundbreaking organizing strategy of Barack Obama's historic presidential campaigns.



Adam Bad Wound

VP of Philanthropy

Adam Bad Wound began at GRID Alternatives in 2017, with a mission to strengthen people and planet through philanthropy. Mr. Bad Wound has more than a decade of experience in fund development, specializing in advancing organizations that link humans and habitats, align people and places, and affirm that everyone and everything is interconnected. As Vice President of Philanthropy, Mr. Bad Wound leads GRID Alternatives' organization-wide efforts to advance philanthropic relationships with individuals, families, corporations, foundations, and government agencies. In 2018, he founded the Tribal Solar Accelerator Fund, a tribal-led initiative that provides new funding to tribes to support their renewable energy goals and GRID's first grant-making project.

Mr. Bad Wound is a Certified Fund Raising Executive (CFRE), a certified naturalist from the University of California, and is currently pursuing an Executive Certificate in Nonprofit Leadership from Harvard University. Mr. Bad Wound holds a bachelor's degree from St. Olaf College, a master's degree from Columbia University, and two master's degrees in education policy and sociology from Stanford University, where he serves on the board of directors of the Stanford Alumni Association.



Stan Greschner

Chief Policy and Business Development Officer

Stan Greschner leads state and federal regulatory and government engagement for GRID Alternatives. Mr. Greschner was appointed to California's Interagency Disadvantaged Communities Advisory Group where he serves as Chair and advises state agencies on their clean energy programs. He previously directed the nation's first low-income solar incentive program (California's Single-family Affordable Solar Homes Program), and led several successful campaigns to pass legislation to expand access to clean energy technologies and jobs. Today he continues to work closely with policy makers, regulators, utilities, solar companies, and community organizations throughout the country to expand solar access and jobs to underserved communities.

In 2015, Mr. Greschner was honored by Green for All as a Climate Champion for his work to ensure that people from all communities benefit from the growing clean energy economy. Mr. Greschner holds a bachelor's degree in bio-mechanical engineering from Marquette University, and a master's degree in philosophy and public policy from American University. He has spoken about inclusivity and access in the clean energy industry at numerous events and industry academic conferences, including the Clinton Global Initiative 2015 Annual Meeting and Solar Power International.

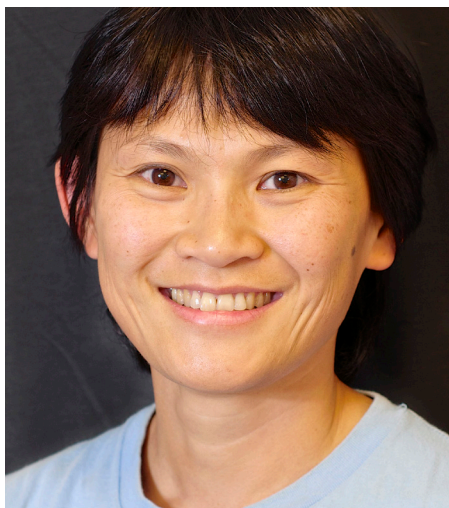


Erika Symmonds

VP of Workforce Development and Service Learning

Erika Symmonds joined GRID Alternatives in 2015 to help launch its new workforce initiatives and ensure that solar career opportunities are accessible to individuals in disadvantaged communities. In that role, she helped develop a resume bank to connect hiring solar companies with experienced job seekers, organized the first-ever solar job fair at Solar Power International, and improved GRID's job placement tracking efforts.

Ms. Symmonds came to GRID from Green City Force, a New York-based nonprofit she co-founded to connect youth of low-income backgrounds to opportunities in the green economy. She received numerous accolades for her work there: in 2013, Green City Force was named the "Most Innovative Nonprofit in NYC" by Mayor Bloomberg and in 2014, the nonprofit was chosen to receive the Advocates Award by Environmental Associates of New York. She is a Brooklyn, New York native and holds a degree in Media Arts and Sciences from Wellesley College. Ms. Symmonds speaks about workforce initiatives and job training at environmental and energy industry events and conferences.



Bambi Tran

VP of Regions

A. Bambi Tran serves as GRID Alternatives' first VP of Regions. In 2011, Ms. Tran opened GRID Alternatives Inland Empire to serve a region facing some of the state's worst air pollution and widespread economic distress. Under her direction, GRID Inland Empire provides solar power and hand-on solar training to thousands of individuals each year, lowering housing costs and providing direct pathways to employment. She has over 20 years of experience in green building, education, community development, and nonprofit management. In her career, she has worked as a green builder, designer, educator, and consultant to a number of organizations, such as Habitat for Humanity affiliates, U.S. Environmental Protection Agency, and Global Green.

Ms. Tran is a LEED Accredited Professional and holds a master's degree in real estate development from the University of Maryland – College Park and a Bachelor of Science in architecture from the University of Virginia. She is a frequent speaker and presenter to a wide variety of audiences—from student groups to professional associations to city councils.

Programmatic Leadership



Jenean Smith

Director of International Programs

Jenean Smith founded international nonprofit Power to the People in 2008 to help bring renewable energy solutions to the developing world, and led its integration into GRID Alternatives in 2014. Rooted in deep community engagement, the pro-gram provides a model for effective solar deployment in off-grid communities, helps “voluntourists” connect firsthand with the challenges of energy poverty, and engages the local community in hands-on renewable energy work. Ms. Smith is a lifelong advocate for the advancement and use of renewable energy technologies. After serving in the Peace Corps in Nicaragua she worked in Honduras as a Youth Program Director for the Riecken Foundation, where she created a youth leadership program for rural Honduran teenagers in 33 communities.

Ms. Smith holds a bachelor’s degree in sociology from the University of Massachusetts, an MBA from Northeastern University in Boston, and a master’s degree in Sustainable International Development from the Heller School of Policy and Management at Brandeis University. She speaks frequently on energy access and international development at universities and conferences such as Solar Power International and Intersolar North America.



Tim Willink

Director of Tribal Programs

Tim Willink joined GRID in 2014 to lead its new National Tribal Solar Program, bringing solar power and job training to tribal communities nationwide. Mr. Willink earned his B.A. in economics from Cornell University and worked as a lobbyist for the Navajo Nation Washington Office representing the tribe in economic development and education. After living and traveling throughout the United States and Canada, he settled in Colorado and spent six years with Namaste Solar as a Field Supervisor for commercial solar installations.

A Navajo from Pueblo Pintado, New Mexico, Mr. Willink has a deep understanding of energy issues on tribal lands, and aims to partner with tribes on both residential and commercial projects in order to bring solar to tribal communities across the country. He speaks regularly about tribal energy access and economic opportunities on panels and at conferences around the country hosted by NREL, Department of Energy, the EPA, various tribal colleges and more.

Regional Leadership



Arthur Bart-Williams

Executive Director, GRID Alternatives Bay Area

Arthur Bart-Williams joined GRID Alternatives in 2020 as the Bay Area Executive Director. In his role, Mr. Bart-Williams works to expand programming to provide more low-income families access to the benefits of solar technology. Mr. Bart-Williams has an over 20-year career that includes construction management, program/project management, product management, and entrepreneurship. He has been a serial technology entrepreneur with corporate, non-profit and government customers; excels at building high-performance teams; has a track record of growing companies through exceptional customer relationships with high-quality services; and has been responsible for fundraising, enterprise-level sales, and implementation in various industries including infrastructure, education, transportation, energy, health, government, and hospitality. Arthur has a degree in Civil Engineering from the University of California at Berkeley.



Paul Cleary

Executive Director, GRID Alternatives San Diego

Paul Cleary launched GRID Alternatives San Diego in 2008, and has grown it to serve thousands of families and job trainees with solar power and hands-on training throughout San Diego and Imperial Counties. Under his leadership, GRID San Diego has pioneered GRID Alternatives' work with both Native American tribes and military veterans.

Mr. Cleary's nonprofit experience began in the early 1990s, when he helped evaluate a rural electrification project in Guatemala. After receiving a master's degree in international relations from the University of California, San Diego, Mr. Cleary worked in public health and human trafficking prevention along the U.S.-Mexico border.



Tom Esqueda

Executive Director, GRID Alternatives Central Valley

Tom Esqueda joined GRID Alternatives in 2009 to expand its work in the Central Valley region of California. Under his leadership, GRID Alternatives Central Valley partners with job training organizations, affordable housing providers and local governments across 12 counties to help address some of the biggest issues facing the region: un- and underemployment, poor air quality, and economic distress. He has also pioneered GRID Alternatives' work providing technical assistance and solar project development for multi-family affordable housing.

He began his career as a real estate loan officer, working for several financial institutions before joining the County of Fresno to work with affordable housing programs. Mr. Esqueda's desire to help families achieve the dream of homeownership led him to also become an instructor of first time homebuyers classes. Mr. Esqueda is native to Fresno, California and holds a bachelor's degree in business marketing from Fresno State University.



Bob Gragson

Executive Director, GRID Alternatives North Valley

Bob Gragson opened GRID Alternatives North Valley in 2011, and has led its expansion from Chico and the rural northern parts of the state into Sacramento as funding from California's cap-and-trade program became available. Mr. Gragson has over 20 years of experience as executive director of five nonprofit organizations including the Solar Living Institute in Hopland, CA, and several social service organizations. Growing up in Oklahoma where his father was a research chemist with a major oil company, he learned early on about the limits of an oil-based economy, and as a result is an ardent advocate for solar power and other alternative energies.

Mr. Gragson holds a bachelor's degree in Business Administration from Furman University and an MBA from Walden University, and has also completed additional graduate studies in public administration.



Adrienne Dorsey

Executive Director, GRID Alternatives Colorado

Adrienne Dorsey joined GRID Alternatives Colorado in 2017, previously serving as the organization's Deputy Director. Ms. Dorsey has over fifteen years of experience working in the fields of energy efficiency, solar energy, sustainability, and land conservation. Prior to joining GRID Alternatives, Ms. Dorsey worked in the governmental sector leading innovative programs and projects at both the state and local level. Her experience includes leading a statewide initiative designed to expand access to community solar for low-income households in Colorado with the Colorado Energy Office (CEO) and building and leading the first Sustainability Office for Adams County, Colorado. Ms. Dorsey holds a master's degree in Environmental Policy and Management from the University of Denver, a bachelor's degree in Natural Resources Management from Colorado State University, and a certificate in Sustainability Leadership and Implementation from the University of Denver.



Jaime Alonso

Executive Director, GRID Alternatives Inland Empire

Jaime Alonso was born and raised in the Coachella Valley. Like many in the region, he came from a family of Mexican migrant farmworkers. Raised in a trailer park in an unincorporated area of Riverside County, Mr. Alonso recognized early on that access to adequate housing, safe drinking water and reliable energy sources were not readily available. This recognition motivated him upon his return to the Coachella Valley after graduating from the University of California in Los Angeles (U.C.L.A) in 2005 to become active with Inland Congregations United for Change (ICUC). Working in collaboration with faith communities throughout the eastern Coachella Valley, Mr. Alonso got policymakers in the City of Coachella to agree to expand the number of parks in the city, and to devote over \$3.5 million to park improvements. He graduated from Brooklyn Law School (2009) with honors and has spent the last decade as a legal and policy professional in the Washington D.C. metropolitan region. A California native through and through, Mr. Alonso has maintained strong ties with organizations and policymakers in the Inland Empire region. In his new role as Executive Director for GRID Alternatives, Inland Empire.



Ashley Christy

Interim Executive Director, GRID Alternatives Greater Los Angeles

As a Bruin and native Angeleno, Ms. Christy loves Southern California and all the great things it has to offer. Ms. Christy realized she wanted to help people and communities at an early age and opted to go to an alternative high school in Compton to prepare for a career in medicine. After receiving her BA in History from UCLA, she began her career path by working in several different industries before catching solar fever in 2011. After working in the for-profit world for 7 years, she realized that the desire to help her community was not being fulfilled and decided to embark on a different path that combined both her love for renewable energy and community development. Ms. Christy brings experience with project administration and business operations to GRID and hopes to make a positive impact in her community and spread the culture of GRID wherever she goes.



Elijah Perry

Interim Executive Director, GRID Alternatives Mid-Atlantic

Elijah Perry became Interim Executive Director of GRID Alternatives Mid-Atlantic in 2020. Mr. Perry also directs the Workforce Development team and the implementation of Solar Works DC Training Program, as well as managing GRID Mid-Atlantic's communications, philanthropic and other fundraising, and various partnerships. Among other roles and responsibilities, Mr. Perry provides strategic planning and direction; implements a variety of fundraising strategies; researches, identifies, builds, and tracks relationships and partnerships for funding and other goals; oversees program reporting and finances; and acts as liaison for Equity, Inclusion, and Diversity (EID) efforts. He has more than 25 years of experience in the civic, public interest, and social organization sector, including federal government service and academia. Prior to joining GRID Mid-Atlantic, Mr. Perry was Corporate Development Manager at PFLAG National, and has also worked in other organizations in the nonprofit sector including Habitat for Humanity of the Chesapeake, National Children's Hospital Foundation, and Feeding America. He attended University of Maryland in College Park, MD, where he studied and earned his B.S. degree in Paralegal Studies. He also received his Masters in Classical Music Composition from Berklee College of Music.