



Ruthanne Fuller
Mayor

City of Newton, Massachusetts
Office of the Mayor

#103-23

Telephone
(617) 796-1100

Fax
(617) 796-1113

TDD/TTY
(617) 796-1089

Email
rfuller@newtonma.gov

March 13, 2023

Honorable City Council
Newton City Hall
1000 Commonwealth Avenue
Newton, MA 02459

To the Honorable City Councilors:

I am pleased to appoint Maureen Sullivan of 23 High Street, Newton 02464 as a member of the Human Rights Commission. Her term of office shall expire on March 6, 2026 and her appointment is subject to your confirmation.

Thank you for your attention to this matter.

Warmly,

Ruthanne Fuller
Mayor

RECEIVED
2023 MAR 13 PM 3:55
CITY CLERK
NEWTON MA 02459

Application Form

Profile

Maureen E Sullivan
First Name Middle Initial Last Name

msullivan@village-bank.com
Email Address

23 High Street
Home Address Suite or Apt

Newton Upper Falls MA 02464
City State Postal Code

What Ward do you live in?

None Selected

Mobile: (617) 448-8969
Primary Phone Alternate Phone

The Village Bank Senior Vice President, Human Resources
Employer Job Title

Which Boards would you like to apply for?

Human Rights Commission: Submitted

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

I would like to be more actively involved in the community that I live and work. I have a history of being actively involved in Human Rights type board work throughout my career as well as personally advocating for human rights, particularly in underserved children.

Maureen E. Sullivan.docx
Upload a Resume

Maureen Sullivan, SHRM-SCP

#103-23

Maureensullivan00@gmail.com (617)448-8969

<https://www.linkedin.com/in/maureensullivan3/>

The Village Bank Present

May 2022 -

Senior Vice President of Human Resources

Leader of Human Resources for 1.8 billion community bank with 155 employees and 9 locations. Responsible for all aspects of human resources, DE&I, and learning and development.

Progress Partners, Inc. - January 2022

November 2020

Director of Human Resources

Recruited to define and build a scalable HR department for a boutique Investment Banking Firm. Single point of contact for talent acquisition, talent management, training, onboarding, employee experience, engagement, and events.

- Successful recruited 13 new investment banking professionals to support fast growth
- Implementation of performance management, career development and engagement program
- Event Planning

Wellesley Bank, Wellesley, MA June 2020

March 2012 -

Wellesley Bank merged with Cambridge Trust in June 2020

EVP, Chief Human Resources and Marketing Officer, 2016 - 2020

SVP, Chief Human Resources and Marketing Officer, 2013 - 2016

Marketing Consultant, 2012 - 2013

CHRO, CMO and CCX for \$1Billion publicly traded community bank (WEBK) focused on creating a premier client experience. Responsible for creation and management of all HR systems in a technology-enabled, lean, 100-person organization undergoing rapid growth; Served as single point of contact for integration for all Human Resources, Marketing and Client Experience activities to deliver on strategic initiatives. Member of Executive Management Team.

- Joined at mutual to stock conversion to build HR department and develop all HR policies, employment practices, compensation, benefits, and succession planning
- Plan administrator and committee chair for ESOP and Retirement plans
- Appointed to work with Board Compensation Committee and outside counsel on compensation charter, including philosophy, objectives, appropriate benchmarking, and executive compensation agreements
- Organizational Design and Development through Performance Management, Employee Development and Training programs to support organizational strategic goals and objectives
- Optimized technology to streamline candidate and employee experience; moved from paper driven to digital environment
- Talent Acquisition/Management including successful DEI initiatives
- Participating member of ALCO, CRA, Compliance, Enterprise Risk, Technology Committees
- Actively involved in the communities that we served as President of the Wellesley Bank Charitable Foundation
- Participated in the due-diligence and helped lead the integration process for the Wellesley Bank/Cambridge Trust merger

Curtco Media / SDM LLC, San Diego Magazine, San Diego CA February 2003 - April 2010

President and Publisher, 2003 - 2010

Publisher, 2005 - 2008

General Manager, San Diego Magazine, 2003 - 2005

Oversight and management of company operations, client relations, business development, brand development and public/community relations.

Key accomplishments:

- Established HR Department dedicated to high interaction and employee engagement
- Realigned organization to improve performance and organizational development
- P&L responsibility for San Diego Magazine and 26 Custom Publications
- Identified need for and directed successful transition from print to digital format
- Partnered with Robb Report on advertising strategy and accompanying global events
- Improved advertising sales through focused and ongoing community outreach strategies Member of leadership team which ran the successful acquisition of monthly luxury publication in April 2010

Alliance Employment Solutions, San Diego CA

2001 - 2003

President and CEO

Hired to turnaround an underperforming business. Led all facets of Human Resources Consulting and staffing firm with strong emphasis on Human Resources Solutions, client development/cultivation and business development

Manpower, San Diego CA

1998 - 2000

Director of Training and Development/District Manager

- Tactical management of HR department for 2,000 employees
- Managed HR, payroll, sales/marketing and recruiting teams
- Ran acquisition of \$50M contract with resulting transition of 2,000 employees

BOARDS, GROUPS AND MEMBERSHIPS

- President, Wellesley Bank Charitable Foundation
 - o \$4M in assets, 200 non-for-profits supported annually
- SHRM - SCP Designation through August 2026
- Newton/Needham Chamber of Commerce, Non-Profit Committee
- Foundation for MetroWest, Distribution Committee
- Board Member, San Diego Child Abuse Prevention
- Board Member, Junior Seau Foundation

EDUCATION

Springfield College

Business Administration/Communication Studies