

# *Shared Values* **IN ACTION SUMMIT**

Ann Rohde Payes  
CEO, Thrive Birth to Five



Ann Rohde Payes is the CEO and President of Thrive Birth to Five. Payes is leading the transition from Smart Beginnings Greater Richmond to Ready Region Central, including quality and equitable access grants, and the transition to a bigger footprint.

Most recently, Ann served as the Executive Director of Big Brothers Big Sisters Services, Inc., serving Greater Richmond, Tri-Cities, Greater Virginia Peninsula, and Hampton Roads from 2013 to 2020. Among her achievements, Ann merged two organizations, expanded to a new region, and developed strategic plans. She led initiatives related to diversity and family engagement across a large, diverse region. She has deep experience with complex partnerships, change management, innovation, grants, and fund raising.

Prior to this, Ann had a successful career in philanthropy and development. Her prior experiences include the Virginia Home for Boys and Girls, University of Richmond, The Cultural Arts Center at Glen Allen, and Hollins University.

Ann earned her bachelor's degree at the University of Virginia, a Master of Science degree in Higher Education at Florida State University, and an MBA from the College of William & Mary.

She is a hiker, a Community-Supported Agriculture enthusiast, and a budding gardener. Ann regularly volunteers at Feed More and is a proud member of the LMR Class of 2018. She and her husband, Matt, have lived in Richmond, VA for over 20 years with their teen daughter and two rescue dogs.