

## James Phillips

James Phillips leads a mission to address substance use disorder as the executive director and board president of Seed Sower Inc, a nonprofit organization in southern West Virginia. With a focus on providing essential services for adults to rebuild their lives, including safe housing and transportation, Phillips has spearheaded significant impact within the organization.

Under his guidance, Seed Sower Inc obtained its nonprofit designation in 2020 and began operations, initially planning for a 4-bed recovery residence. Through Phillips' rapid and heartfelt outreach efforts, the organization expanded its vision to meet community needs, resulting in the establishment of a 12-bed recovery residence. The organization now operates four residential locations, including Seed Sower Manor, which caters to pregnant and parenting women, as well as Seed Sower Transport, and The Well, southern West Virginia's inaugural recovery community organization (RCO), alongside a social impact hub.

Phillips' leadership has positioned Seed Sower at the forefront of recovery programs, renowned for its comprehensive services. Beyond safe housing and transportation, program participants receive job training in the culinary arts and employment opportunities at local establishments through strategic partnerships.

Phillips champions coalitions that educate on substance use disorder and advocate for solutions. He presently holds positions as a board member on the West Virginia Alliance of Recovery Residences (WVARR), the Region I Workforce Development Board, and additionally contributes to two subcommittees of The Governor's Council: Public Education and the Recovery Residence Taskforce.

Before founding Seed Sower, Phillips enjoyed a diverse professional career, including 10 years of service in the U.S. Army as a Russian linguist and signals intelligence specialist. His civilian career paths included roles within the Department of Defense, the Department of Veterans Affairs, and as a senior financial management analyst with the Internal Revenue Service. Additionally, Jay holds an MBA from West Virginia University.

A resident of Beckley, West Virginia, Phillips is not only a dedicated professional but also a family man. Married to his wife Paige, he is a loving father to three sons – Sam, Caeden, and Cooper.