
EXECUTIVE PROFILE

Accomplished executive with over twenty years of broad-based expertise in strategy, operations, and P&L oversight for start-up to multi-million dollar organizations. Results-oriented with success in analyzing key drivers to evaluate program success and driving program improvement to reduce costs and enhance performance for greatest impact.

Strong financial, business, and development acumen to produce extraordinary results. A respected leader and solution provider with the skill to intuitively build and engage teams and influence at all levels. *Core competencies include:*

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| <input checked="" type="checkbox"/> Operations Development/Management | <input checked="" type="checkbox"/> Funding/Special Events Expertise |
| <input checked="" type="checkbox"/> Process Improvement/Cost Reductions | <input checked="" type="checkbox"/> Budget Development/Oversight/Management |
| <input checked="" type="checkbox"/> Staff Leadership/Development | <input checked="" type="checkbox"/> Strategic Planning Facilitator |

PROFESSIONAL EXPERIENCE

GLADD CONSULTING, Las Vegas, Nevada

2012- Present

Principal and Senior Consultant

Built an organization from the ground-up charged with evaluating, researching, developing, and implementing an aggressive strategy to assist organizations with revenue growth, organizational management and program goals. Spearheaded open and ongoing communications across cross-functional non-profit organizations.

- Served as Interim Executive Director for Horses 4 Heroes a national non-profit organization, which has 230 equestrian centers in 44 states.
- Primary author of \$80M proposal for a client of Hunt Companies to build a specialized correctional facility in San Bernardino County California that focuses on reducing recidivism after release from custody.
- Developed new programming for City Impact Foundation to enhance opportunities to serve an economically challenged area of Las Vegas while empowering women and other adults to complete high school education.
- Authored Federal Application for Stepping Stones Behavior Health program to create their 501(c)(3) non-profit foundation that will serve youth by providing mental health services at no charge.
- Contract writer for WestCare Foundation and other organizations needing funding development.

THE FIRST TEE OF SOUTHERN NEVADA, Henderson, Nevada

2006 - 2012

Executive Director

Oversaw and directed daily business operations. Developed and executed strategic and operational plans, ensuring compliance with The First Tee Home Office and State and Federal Non-Profit regulations. Served as organization liaison, enabling new collaborative efforts and funding growth.

- Oversaw development and implantation of annual fundraising plans for capital, operating and programming needs.
- Negotiated all contracts for office space, program space and special events/vendors etc.
- Developed and implemented marketing materials, media relations and public education and outreach activities.
- Reduced organizational budget by 40% while increasing programming by 30%.
- Spearheaded strategic/business plan and oversaw implantation.
- Led the organization to five straight years recognized as an ACE Level Chapter within The First Tee Network.
- Achieved both Recognized Executive and Master Executive Status through The First Tee University.
- Special Events Revenue totaled over \$2million with over \$2.5 million in donated goods/services.

WESTCARE, Las Vegas, Nevada

2003 - 2006

Special Projects Officer, (2005 – 2006)

Spearheaded generating financial support for the WestCare Foundation, Inc.; accomplished through one-time and annual events, potential grant funding sources, third party payer development, and a variety of other methods. Managed public relations and marketing efforts designed to enhance the image, stature and understanding of WestCare and its work. Collaborated with governmental agency offices that included but are not limited to: Federal and State Senators, Representatives and Assembly persons. In addition served as primary author for State Legislation that was used by WestCare to open a Mental Health Crisis Unit in Las Vegas. Project Leader from blueprint to opening facility doors.

Grant Development Specialist (2003 – 2004)

Led efforts as primary author of agency grant proposals (local, municipal, state and federal RFPs).

- Supervised interdisciplinary team to for grant developments
- Created budgets, objectives, measurement tools, narratives and project goals.
- *Grant awards totaled over \$13.5 million from June 2003 to April 2006.*

BAYFRONT MEDICAL CENTER/TAMPA GENERAL HOSPITAL/HOSPICE OF THE FLORIDA SUNCOAST, TAMPA BAY, FLORIDA 1996 - 2003

Residency/Contract Chaplain, TGH (1996-1998) Contract Chaplain, BMC (1997-2003), Chaplain, HFS (1997-1999)

Provided crisis intervention and pastoral care to patients, families and staff. Worked with the Level One (TGH) and Level Two (BMC) Trauma Teams which covers eight counties on Florida's Gulf Coast. Located next of kin for patients brought to the Trauma Centers, provided information and support to families and friends, administering sacraments to the community and working with interdisciplinary team to meet the needs of the consumers. Provided end of life counseling to patients and families and pastoral support to staff.

COALITION FOR A SAFE AND DRUG FREE ST. PETERSBURG, St. Petersburg, Florida

2002 – 2003

Resource Development Coordinator

Primary researcher and author of grant applications and funding initiatives totaling over \$1.3 million dollars. Responsible for the development of strategic plans and initiative for the Coalition, working with community and neighborhood groups to develop resources and material to support the strategic plan.

PINELLAS COUNTY COALITION FOR THE HOMELESS, St. Petersburg, Florida

2001 - 2002

Interim Executive Director

Spearheaded resource development, planning, organizational management, outreach, community collaboration, recruiting members and facilitating educational workshops as well as day to day operations of the Coalition. Headed annual homeless survey that counted the number of homeless persons in Pinellas County, Florida.

ACADEMY FOUNDATION, St. Petersburg, Florida

1999- 2001

Regional Director of Grant Services

Served as primary author of grant applications and proposals for the benefit of both centers as well as the Academy Foundation. Researched funding opportunities, collaborated with local funders, community groups and agencies to create opportunities for partnerships. Participated in and initiated program development for grant opportunities.

UNITARIAN UNIVERSALIST CHURCH OF ST. PETERSBURG, GOOD SAMARITAN CHURCH, Tampa Bay, Florida

1996- 2001

Director of Religious Education, UUCSP (2000-2001), Director of Youth Ministry, GSC, (1996-1997)

Developed and implemented curriculum for church school programs – Infants to Adult, taught classes. Managed Religious Education budget, facilitated workshops in team building, self-esteem, anger management, creative thinking, ancestry, theology, and intergenerational topics.

CHICAGO INTERRELIGIOUS COALITION AGAINST RACISM, Chicago, Illinois

1995- 1996

Lead Organizer

- Increased membership by 40% in one year reaching out to community churches, CBOs, individuals, judicatories and college and universities.
- Testified to Illinois State Senate on issues of concern to organizations researched by CHICAR.
- Organized bi-monthly "Table on Race" town hall meetings bringing people from diverse communities together to discuss issues that affect their communities.
- Planned and participated in steering committee meeting of the World Council of Churches "Human Rights Campaign."

EDUCATION

UNIVERSITY OF TENNESSEE, Knoxville, Tennessee ♦ **Bachelor of Science in Education**

MEADVILLE/LOMBARD THEOLOGICAL SCHOOL affiliated with THE UNIVERSITY OF CHICAGO, Chicago, Illinois

♦ **Master of Arts in Religion with a focus on Community Programs**