



AMY WASSER

PROFILE SUMMARY

I am a 25+ year non-profit professional with significant expertise in transitional leadership, building organizational capacity, crisis management and strategic planning. I have spearheaded over 10 community planning studies on topics as varied as early childhood learning and older adults to demographic studies, all to effectively assess community needs and develop organizational priorities. I enjoy digging into operations and programming challenges, analyzing complex situations to determine root causes, and developing real-world solutions to successfully address problems using a unified team approach which includes professional staff and organizational volunteer leaders, all working towards the same objectives.

In addition, I have:

- Raised over \$30 million during career in annual, project and capital campaigns
- Managed \$3+ million-dollar annual grants process for 35+ partnerships with local, national and global agencies
- Directed hundreds of projects from inception to conclusion, including contract creation, scope of work, project timeline and budget development and managing staff to guarantee completion within budget and on-time
- Trained over 1,000 individuals in non-profit management, including program evaluation, grant writing, fundraising and leadership development

CORE COMPETENCIES

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| ▪ Organizational Capacity Building | ▪ Building Collaborative Partnerships | ▪ Board Development |
| ▪ Program Analysis and Evaluation | ▪ Business Operations and Accountability | ▪ Problem Solving |
| ▪ Fundraising and Stewardship | ▪ Developing and Managing Staff | ▪ Coaching and Mentoring |
| ▪ Budgeting and Financial Management | ▪ Written and Oral Communications | ▪ Facilitation and Training |

PROFESSIONAL HISTORY

The Washington Bus / Washington Bus Education Fund

2/2019 – 2/2020

Interim Executive Director

- Managed the day to day operations of a 501(c)3 and 501(c)4 during a time of leadership transition; worked collaboratively with diverse board and staff to ensure organization met its fundraising and programming goals and objectives; stewarded major donors, acted as agency spokesperson on coalitions and ensured fiscal solvency
- Undertook organizational assessment, identified operational and programmatic strengths and weaknesses and implemented strategies to positively address areas identified as needing change / improvement

- Guided board and staff through visioning process to develop Year 2030 goals; created a 10-year strategic plan with short, mid and long-range success metrics designed to achieve the Year 2030 objectives
- Revamped staff job descriptions; recruited, hired and onboarded entirely new team of program and operations staff
- Restructured executive leadership model, from hierarchical structure to a co-leadership management one, conducted an intricate and unique executive search process leading to the successful hiring of a Co-Ed for Operations and Development and a Co-Ed for Policy and Program

University Beyond Bars

5/2017 – 5/2018

Interim Executive Director

- Took organization from one of transition to one of stability – professionally, administratively and financially (ex. moved agency from 2.8 FTE to 4 FTE to improve service delivery; instituted health insurance for all staff; came into agency with deficit approved budget of negative \$67,000, to a net surplus of \$14,000 – a positive swing of \$81,000)
- Increased revenue at annual fundraiser by 22%
- Prepared annual operating budget; developed monthly financial projections, and managed transition from outside third-party bookkeeper to internal contractor; migrated from QuickBooks desktop to QuickBooks online, including payroll system
- Revamped organizational by-laws, personnel practices handbook, staff job descriptions and crafted conflict of interest policy to better align with the organization’s mission and adhere with best non-profit practices
- Recruitment of new staff; trained new and existing personnel
- Developed an organizational operations guide to assist new leadership with transition
- Initiated and facilitated board development training to provide greater insight into board governance, fundraising and role of the board versus management
- Identified need to relocate office due to inadequacy of space; located real property and facilitated move to new office

Strategic Vision Consultants, LLC

8/2012 – Present

President and Founder

- Designed three-year strategic implementation plan for community-wide disaster preparedness
- Increased client revenue by 8% by developing organizational structures and systems
- Wrote significant grants for non-profits to increase their sources of revenue; grants ranged from \$10,000 - \$550,000
- Development of new non-profit organizations and small businesses
- Directing low-cost, alternative capital project loans from \$250,000 - \$5 million
- Facilitated board training sessions leading to improved annual goal setting
- Provided consistency in leadership development training programs through creation of ‘train the trainer’ curricula

Jewish Federation of Greater Seattle

7/1994 – 8/2012

Vice President for Planning & Community Services

6/2003 – 8/2012

Director, Planning and Allocations

7/1994 – 6/2003

- Directed all aspects of Education, Government Affairs and Community Planning & Grant Making Departments, including supervision of 10+ staff, budget creation and oversight, program development and evaluation, interface with funders
- Raised over \$4 million in earmarked program funding and \$3+ million in federal funds for capital projects
- Fostered collaborations among board of directors, community agencies, committee leadership and organizational staff

leading to goal accomplishment

- Recruited, mentored and developed community volunteers, moving them from participation on functional committees into key leadership roles, including board chair, treasurer and executive committee membership
- Stewarded twenty-seven agencies through grant process redesign in one funding cycle
- Managed aftermath of terrorist attack; led building reconstruction and staff healing efforts
- Initiated creation of SAFE Washington, a community coalition on disaster preparedness, safety and security

SELECTED VOLUNTEER EXPERIENCE AND AFFILIATIONS

Program Sponsor, Religious Programs, Monroe Correctional Complex, Monroe, WA	2018 - Present
Grant Reviewer and Reader, Foundation for Prader-Willi Research	2015 - Present
Affiliate, Third Sector Company, Seattle, WA	2015 - 2019
Vice President Choir, Music Parents Association, Interlake High School, Bellevue, WA	2016 – 2017
Co-President, Parents Association, Interlake High School, Bellevue, WA	2014 – 2016
Member, Development Committee, Little Bit Therapeutic Riding Center, Redmond, WA	2012 – 2014

AWARDS

Pamela Waechter Jewish Communal Professional Award, Seattle, WA
Bernard Rodkin Professional Development Award, New York, NY

PUBLISHED REPORTS

Early Childhood Engagement Initiative – Phase I and Phase II	2008
Ethiopian – Israeli Integration: A Challenging Situation	2005
There Are Many Ways to Count – Year 2000 Demographic Study	2001

EDUCATION

Dual Master’s Degrees – MSW in Community Organization and MA in Community Development, Yeshiva University, Wurzweiler School of Social Work, N.Y., N.Y.
B.A., Rutgers University, Douglass College, New Brunswick, N.J.
Dispute Resolution Center of King County, Seattle, W.A., Mediation Training