



Rebecca Lavigne

Rebecca@valtasgroup.com

Summary of Qualifications

Organizational consultant committed to strengthening nonprofits to build a better world. Successfully drives greater impact through strategic and operational leadership, organizational development, and project management. Expertise in executive transitions, strategy and planning, organizational and program assessments, staff and board development, team, and job design, change management, project management, data analytics and fund development.

Professional Experience

REBECCA LAVIGNE CONSULTING LLC | Seattle (2019-present)

Principal

Advises nonprofits seeking better organizational health and greater impact. Client work has included communications audit, fundraising strategy, grant prospect research and project management for website redesign.

WASHINGTON TRAILS ASSOCIATION | Seattle (2008-2019)

Grew organization's scope, scale, and impact as key senior leader. Recognized for top performance and ability to learn quickly and address organizational challenges through promotions and selection for high-priority initiatives.

Strategic Advisor, Organizational Planning and Development (2018-2019)

In-house consulting partner and chief of staff to CEO during period of rapid growth and change. Assessed and built organizational capacity for strategic and financial planning, leadership development, organizational structure and decision making, human resources, and equity and inclusion practices.

- Delivered organizational effectiveness roadmap as project manager for organizational assessment.
- Increased leadership capacity by partnering on development and roll out of new leadership structure.
- Operationalized strategic direction by developing cross-functional planning processes and budget strategy.
- Improved board of directors' ability to monitor impact by developing and implementing new dashboard.
- Designed, piloted, and launched an individualized staff development program with shared language and tools.
- Accelerated momentum for diversity, equity, and inclusion by collaborating to develop multi-year action plan.

Interim Executive Director (2016-2017)

Provided strategic leadership, operational management (32 staff, \$3.6 million budget), executive search and onboarding support, and board and external relations. Concurrent appointment with Trail Program Director. Ensured successful transition with incoming leadership.

Trail Program Director (2013-2017)

Led organization's signature volunteer trail maintenance program, the largest in the nation. Responsible for annual budget (\$1.4 million), 16 FTE staff (with six direct reports), volunteer engagement and external partnerships.

- Increased program impact by 38% while growing internal capacity and improving organizational alignment.

- Launched multi-year effort to integrate diversity, equity, and inclusion values into volunteer leadership corps by building awareness, skills, and accountability.
- Improved program efficiency and effectiveness with new volunteer management infrastructure built by technical partners; project recognized as a nonprofit case study on salesforce.org.
- Amplified voice of volunteer community in strategic plan by designing, facilitating, and analyzing focus groups.

Development Director (2008-2013)

Sustained and grew donor base through the Great Recession and beyond, resulting in a 94% increase in annual revenue (to \$2.6 million) in five years.

- Led small team (2.5 FTE) and collaborated with executive director, board, and staff to develop relationships with individuals, corporations and foundations.
- Secured three-year seed funding to launch new program to build the capacity of teachers and community-based leaders to connect youth with the outdoors.
- Strengthened online fundraising strategy and executed successful multi-channel fundraising campaigns.
- Improved community engagement infrastructure with Salesforce conversion project; administered database.
- Appointed to executive director search committee and strategic planning committee.

ANGELIC ORGANICS LEARNING CENTER | Chicago (2005-2008)

Associate Director for Resource Development

Established new development program as organization's first dedicated development and communications staff.

- Responsible for developing relationships with individuals, corporations, and foundations in collaboration with executive director, board, and staff.
- Increased annual revenue by 85% (to \$714,00) over three years.
- Managed organizational rebranding, including name change, logo, website, and new communication channels.
- Improved community engagement infrastructure with eTapestry conversion project; administered database.

THE TRUST FOR PUBLIC LAND | Seattle (2000-2005)

Supported fundraising activities for regional office of national nonprofit. Promoted in recognition of top performance.

- ***Senior Development Associate***
- ***Development Associate***
- ***Administrative Assistant II***

VOLUNTEERS OF AMERICA WESTERN WASHINGTON | Seattle (1998-2000)

Managed the Greenwood Food Bank serving 2,000 households monthly. Promoted in recognition of top performance.

- ***Program Manager***
- ***Program Assistant***

Education & Certifications

LEADERSHIP TOMORROW | Class of 2021

THE BRIDGESPAN GROUP | Leading for Impact Program (2017-2018)

UNIVERSITY OF WASHINGTON | Certificate, Data Analytics (2017-2018)

UNIVERSITY OF WASHINGTON | BA, Geography with college honors

Community Engagement

501 COMMONS | Executive Service Corps Consultant (2019-present)

AURORA COMMONS | Board Member (2019-present)

SOCIAL JUSTICE FUND NW | Giving Project Member (2018)

WASHINGTON STATE TRAILS COALITION | Board Member (2015-2018)