

## Summer Gathercole

303.515.7073 ~ [summer@shgadvisors.com](mailto:summer@shgadvisors.com)

### INTRODUCTION

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Former CPA with nonprofit, public and private sector experience competent in inspiring a team and motivating partners to desired actions • Adept at guiding data-driven decisions • Proficient in transitioning a project from concept to execution • Skilled at favorably influencing the public policy environment

### PROFESSIONAL EXPERIENCE

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#### **SHG Advisors, *Managing Director***

*June 2014 to Present*

Leverage an entity's assets to help companies execute corporate citizenship programs, foundations launch new funding strategies and nonprofits achieve efficiencies through internal systems change.

#### **Strategy**

- Manage development of new statewide fund for a local foundation, serving as the liaison to the community, and overseeing the localized asset/needs assessment process to ensure that data is in hand to inform and design the funding strategy.
- Facilitate and assist with planning process for various entities undergoing internal transitions and changes in strategic direction.
- Support small- to mid-sized businesses in engaging their employees and implementing "do good" community initiatives that positively impact the company's bottom line.
- Work with families, individuals and philanthropic entities to strategically design, implement and evaluate their giving plans.
- Convene stakeholders across multiple sectors to determine how best to leverage their resources and expertise to collectively solve social issues.

#### **Share Our Strength, *State Director***

*April 2012 to June 2014*

Led strategy and operations for all Share Our Strength activities in Colorado, with an emphasized focus on expanding and strengthening the organization's distinguished nutrition ed program, Cooking Matters.

#### **Policy**

- Met with Members of Congress and staff to develop relationships and secure their support for relevant legislative issues, such as the Farm Bill.
- Testified at state committee meetings on issues such as Breakfast After the Bell Nutrition Program.
- Maintained business relationships with appropriate interest groups to help foster an environment of cooperation, monitoring discussions for upcoming issues needing to be addressed at the local level.

#### **Operations**

- Reviewed proposals and made recommendations to HQ for statewide grantmaking to expand summer meals sites, breakfast start-up funds and other programming.
- Established an internal results-driven culture, as evidenced by the creation of a state dashboard to measure progress against goals.
- Balanced \$1.7M budget amid significant federal funding cuts.

#### **Relationship Management & Team Building**

- Built and reinforced relationships with over 40 organizations and agencies across the state and created criteria to define success as we work together to expand programming.
- Strengthened 20+ person team and their associated investment by creating an atmosphere in which they feel valued and empowered, as evidenced by annual management survey results.

#### **Community Wealth Partners, *Director***

*October 2010 to April 2012*

Led or oversaw nonprofit client engagements to achieve project growth and sustainability objectives.

#### **Sample Recommendations Under Implementation**

- Developed growth plan (complete with outcomes measurement) for a \$36M organization to expand its campaign to end childhood hunger from 18 states to a national presence.

- Guided a \$37M organization that acquired a \$2M grassroots entity in developing a joint population-specific *Get Out the Vote* initiative for the 2012 Presidential election.
- Tested positioning and messaging statements and analyzed data to provide a national scholarship organization with a bold goal to grow from a \$2.5M to a \$10M organization.

#### **Client Relationship Management**

- Established relationship as trusted advisor with all clients, as evidenced by 100% implementation of recommendations.
- Provided valuable coaching to executives (per their direct feedback via a close-out survey) as they led their organizations through significant change initiatives.
- Developed and delivered presentations and deliverables for client engagements and to influential executives in philanthropy.

#### **SHS Consulting Group, Inc., *Principal***

*October 2008 to October 2010*

Provided organizational development and operational consulting to nonprofit and government entities.

##### **Strategic Planning & Outreach**

- Worked with Chief Strategy Officer to develop Corporation for National & Community Service's 5-year strategic plan for White House approval.
- Oversaw and implemented a plan to solicit feedback from staff, partners and public via 12+ webinars, on-line comment board, and a national tour for the agency Director to visit 15+ towns/cities.

##### **Development**

- Assisted in launching regional corporate social responsibility initiative for mid-sized businesses.
- Coordinated fundraising events and annual conferences, netting over \$100K.

##### **Operations**

- Served as interim CFO for Washington Regional Association of Grantmakers.
- Developed, implemented and oversaw budgets for a variety of nonprofit organizations.
- Developed policies and provided guidance in establishing organizational structures.

#### **D.C. Department of Employment Services (DOES), *Director***

*April 2007 to August 2008*

Appointed by District of Columbia Mayor Adrian Fenty as the "State" Secretary of Labor to direct operations of a decentralized, 500+ employee government agency with 28 divisions under 3 bureaus.

##### **Policy**

- Collaborated with city council members, nonprofit organizations and other key stakeholders to introduce legislation to create a workforce intermediary for the Southwest Waterfront as well as amend the First Source Act.
- Worked with cabinet members to facilitate a shared understanding of the city's position on proposed legislation and distributed agreed-upon external messaging.
- Provided analysis and policy guidance to Mayor, Deputy Mayors and city council on proposed legislations (such as living wage and disability compensation) and associated budget implications.

##### **External Relations**

- Testified and worked with elected DC City Council members to review policies and procedures.
- Vastly increased community outreach and presence to rebuild stakeholders' trust in the agency and strengthened relationships with nonprofit organizations.

##### **Management & Operations**

- Managed \$115M budget and worked with CFO to reduce capital expenditures by over \$2M via partnering with other city agencies.
- Ensured that proper infrastructure, policies, processes and controls were in place to effectively and efficiently run a multi-million dollar entity by implementing a strategic planning process.
- Altered the procurement of contracts from a fixed-cost system to a performance-based system in order to appropriately distribute over \$20M in grants to support various community programs.

#### **Workforce Organizations for Regional Collaboration (WORC), *Co-Founder & Executive Director***

**Goodwill of Greater Washington, *Vice President Training & Employment***

*July 2001 to September 2006*

Founded and launched a nonprofit organization that created public/private partnerships between businesses that have job opportunities and service providers that have work-ready candidates. Secured WORC's financial stability and long-term existence by initiating and leading an affiliation with Goodwill of Greater Washington in April 2005.

#### **Management**

- Developed fundraising plans and diversified funding streams by securing \$7M+ from corporations, foundations, public-private entities, government and a fees-for-services business plan.
- Established a clear strategic plan, which included redefining and developing clear goals and objectives and incorporating metrics in order to measure results and increase accountability.
- Expanded membership by over 500% through recruitment and retention.

#### **Operations**

- Led merger with Goodwill of Greater Washington in April 2005.
- Restructured the division and quadrupled the number of full-time staff.
- Opened two additional career centers and led a successful initiative to increase the types of programs and services offered, resulting in the hiring of hundreds of individuals into employment.

#### **External Relations**

- Provided services to over 700 people, working closely with several partners, by attaining and sub-granting out a multi-million dollar grant from the September 11<sup>th</sup> Fund.
- Launched and managed an annual fundraising event that netted over \$100K in its debut.

#### **Community Family Life Services, Employment Specialist**

*April 1999 to July 2001*

Provided direct services to low-income, unemployed and under-employed job seekers at an award-winning organization. Helped to increase community outreach for the employment services department.

#### **Grant Thornton, LLP, Staff Accountant**

*September 1997 to November 1998*

Audited financial records and prepared financial reports for over 30 companies.

### **ADDITIONAL RELEVANT EXPERIENCE**

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#### **Governor's Commission on Community Service**

*Appointed Member, September 2016 to Present*

- Promote Serve Colorado and expand community service and volunteerism to Colorado residents as an effective means to address civic and social issues and improve the overall well-being of communities.

#### **Children's Treehouse Foundation**

*Board Member, October 2016 to Present*

- To help ensure that every child whose parents is diagnosed with cancer is given the early tools and emotional support to cope.

#### **Governor's Council for Active & Healthy Lifestyles**

*Appointed Member, October 2014 to Present*

- Promote and support events and programs that encourage physical fitness, educate citizens on the lifelong benefits of an active, healthy lifestyle, and collaborate with government entities, schools, nonprofit associations, businesses and healthcare and fitness organizations to advance the vision.

### **EDUCATION**

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Bachelor of Science in Business Administration with a concentration in Accounting  
University of Richmond, E. Clairborne Robins School of Business

### **CERTIFICATION**

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Certified Public Accountant – Passed Uniform CPA Examination, November 2000

### **OTHER**

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*Leadership Denver, Class of 2015*

*Washingtonian Magazine "40 Under 40 to Watch," April 2007*