

Summer Gathercole

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INTRODUCTION

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

SHG Advisors, Managing Director

June 2014 to Present

Identify solutions for social issues by leveraging an entity's assets, enabling collaboration, identifying bold and realistic strategies, creating mechanisms for accountability, and developing a clear roadmap to achieve the vision.

Strategy

- Facilitated the Crisis Steering Committee on behalf of the Colorado Department of Human Services to identify recommendations for system improvements.
- Served as Project Director for a start-up focused on understanding and promoting mental health and wellness.
- Launched a \$40M statewide behavioral health fund for The Denver Foundation, developing and executing a work plan, establishing a community advisory committee, facilitating conversations and managing relationships with other health care funders, and developing the grant making strategy.
- Provided input to a statewide funding entity on initiatives to support behavioral health.
- Convene stakeholders across multiple sectors for a myriad of projects to determine how best to leverage their resources and expertise to collectively solve social issues.
- Analyze quantitative and qualitative data to understand the root causes of social issues and develop recommendations.
- Solicit input continuously from a variety of stakeholders to ensure that each project is analyzed via multiple lenses.

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 Cooking Matters program.

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 worked 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 a 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.
- 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 had job opportunities and service providers that had 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, securing employment for hundreds of individuals.

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 11th 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

Governor's Commission on Community Service

Vice Chair, 2018 to Present; 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 parent is diagnosed with cancer is given the early tools and emotional support to cope.

EDUCATION

Bachelor of Science in Business Administration with a concentration in Accounting

University of Richmond, E. Clairborne Robins School of Business

CERTIFICATION

Certified Public Accountant – Passed Uniform CPA Examination, November 2000

OTHER

Leadership Denver, Class of 2015

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

Leadership Greater Washington, Class of 2004