

JANET POPE

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(425)220-8474

A versatile, creative and accomplished nonprofit executive with an exceptional combination of analytical focus, political savvy, and strategic vision to maximize organizational effectiveness and influence mission success. Innovative team leader with demonstrated achievements in increasing productivity, while leveraging minimal resources, and building internal and external relationships through utilizing strong interpersonal skills, a collaborative style, and a sense of humor. Results oriented with a proven record of turning challenges into opportunities through principled leadership in a wide range of nonprofit, educational, and government arenas. Major strengths include:

- Leading Organizational Change
- Experienced Policy Advocate
- Financial & Strategic Planning
- Program/Project Delivery Systems
- Skilled Facilitator and Negotiator with Diverse Stakeholders
- Donor Stewardship
- Team and Talent Development for Board/Staff/Volunteers
- Expanding Community/Stakeholder Relationships
- Data Driven Results for System Impact

Experience

Executive Director-Lynnwood Public Facilities District

2020-Current

Lead the strategy, planning and re-development for the Public Facilities District of Lynnwood, including the Lynnwood Convention Center, to enhance and maintain its role in community development and as an economic catalyst and provider of public benefits for the City of Lynnwood, Snohomish County, and the Puget Sound Region.

- Project oversight for potential \$200 million redevelopment of 13-acre site including housing, retail and Center Expansion to maximize economic impact and public benefit.
- Enhance Lynnwood Convention Center growth through marketing and advocacy efforts. The Center currently hosts over 600 events for 120,000 people generating \$25 million in economic impact.

Chief Executive Officer – Compass Housing Alliance

2013- 2019

Led nearly 100-year-old affordable housing developer and human services organization as a major responder to the current housing and homelessness crisis. Includes management of \$19M budget, \$160 M in Assets and 250 staff, 1500 volunteers, operating in 24 programs throughout King County serving over 10,000 individuals and families each year in emergency shelter and services enriched affordable housing with emphasis on stability, growth and community rooted in partnerships and innovation.

- Reorganized the agency through significant change management process after mergers of four separate organizations, recovery from the Great Recession and departure of long-term Executive Director ultimately boosting morale, lowering risk, and improving mission outcomes and board governance.
- Led staff and board through theory of change process leading to new agency wide branding strategies.
- Implemented new staffing strategies in midst of unionization of organization including significant professionalizing of staff, increasing salaries and development of three new operational departments to support infrastructure.
- Increased the philanthropic giving by over \$1 million through marketing, event expansion and major gifts.
- Opened three new affordable living communities and a 100 bed 24/7 emergency shelter serving over 700 individuals and families each year.
- Grew the presence of the organization on local, state and national levels, and awareness of the impact of its unique programming and housing models.
- Stewarded significant corporate and political partner relationships for the benefit of the organization.

Executive Director- Seattle Musical Theatre

2010 – 2013

Led 35-year-old semi-professional theater company serving over 16,000 audience members and 400 artistic contractors through major change process to avert organizational failure. This included implementing a new

business model and fundraising plan, brand development, expanding marketing and establishing a new staff structure to achieve long term sustainability.

- Redesigned the budget and funding streams resulting in doubling of the budget within 2 years.
- Led strategic planning process to achieve balance between business and artistic goals.
- Designed and implemented fund development program including events, grant writing, and donor cultivation that diversified funding streams and ended reliance on earned income.
- Increased individual gifts 80% and ticket subscribers 30% by expanding database from 800 to 16,000 and focusing efforts on relationships.
- Expanded earned income funding by successfully rebranding, increasing customer attendance by 200%, expanding facility rental income program and instituting year-round arts education program.
- Developed multiple public and private partnerships that aided in expansion of programming to provide more public benefit, particularly for arts education.

Director, HomeStep (A Program of the Church Council of Greater Seattle)

2007-2009

Provided vision and leadership to service enriched transitional housing program for over 400 homeless families & individuals in 106 units served by a 22 member staff team. Services addressed substance abuse, domestic violence, addiction, human trafficking, job training, health care, English language training and much more.

- Successfully led merger of two programs maximizing efficiency, utilizing best practices of each, streamlining processes and reducing competition for resources including significant budget expansion from 800K to \$3.5 M and ultimately a complete rebranding and new identity.
- Managed all fiscal operations within annual budget, including 30 foundation, corporate, government, property management and service provider contracts.
- Cultivated new relationships and partnerships increasing annual corporate and government funding by \$380K and multiple year foundation funding by \$775K.
- Mentored Board and staff in fund development processes that improved events and individual giving resulting in individual gifts increasing by over 60%.
- Leveraged community resources and improved client outcomes by implementing multiple new partnerships with businesses and service providers for job training, education, mental health, chemical dependency and youth support.

Executive Director-The Interfaith Association of Northwest Washington

1999-2006

Led organization in leveraging member faith community resources to address critical needs in for homelessness prevention, emergency shelter, permanent supportive housing, youth and health advocacy, community cultural competency, community building events, hunger support, disaster prevention and disaster recovery.

- Expanded program from serving only Snohomish County to include Skagit and Whatcom Counties, including new marketing and branding to support expansion. This effort tripled member partners and added 80 new community partnerships.
- Strategically created 5 new programs increasing direct services provision annually from 1,300 to 19,000 individuals. These included hate crime preventions, providing the first ever cold weather shelter in Snohomish County and leading the community response for 80 families displaced to Snohomish County through disasters.
- Developed and oversaw expansion of budget from \$150K to over \$2 M within 6 years by initiating a strong fund development program and annual fundraising plan.
- Cultivated diverse, sustainable funding through private, government and corporate sources. Established an endowment, enhanced membership program and supervised capital campaign.
- Expanded volunteer program to incorporate over 500 volunteers including earned college credit, significantly improving client resources in the homeless shelter, emergency services and health care advocacy.
- Participated in City, State and National advocacy for housing, youth and diversity issues to increase public awareness and political action for mission. Featured speaker at 3 national conventions on the trauma of homelessness in children.
- Collaborated with multiple housing partners to develop public events for homelessness awareness and helped develop the 10 Year Plan to End Homelessness in Snohomish County.

Additional Experience

Nonprofit

CEO –Common Bond Consulting

Current

Provide consulting and direct services to nonprofits for organizational, program, fundraising and board development. Services have included board assessments, strategic planning, grant writing, program design, capital campaigns, events planning, and partnership development. Speak occasionally at training sessions for nonprofit consulting organizations.

Education/Training

Seattle University-Masters in Public Administration

Drama Studio London- MFA Professional Training Conservatory Program-Acting

University of Washington-BA's in Drama/Communications Minor: Sociology

2019 Interim Executive Director Academy- Third Sector, Licensed Interim ED

2015 University of Washington Evans School Nonprofit Executive Leadership Institute Training Course

2014 Bank of America Neighborhood Builders Leadership Development Program

Community Involvement Samples

Seattle/King Co Committee to End Homelessness

City of Seattle Tent Encampment Task Force

Snohomish Co Homeless Policy Task Force

Sno Co YMCA Community Planning Committee

Path With Art Board of Directors

Sound Transit Everett Link Community Advisory Group

Edmonds School District Foundation Board

Snohomish Co Food & Shelter Board

City of Everett Diversity Committee

Puget Sound Regional Task Force Advisory

Univ. of WA Performing Arts Advisory Board

Housing Development Consortium ED Advisory
(chair)

Awards

Woman of the Year

Collaboration Award

Greater Everett Business and Professional Women, 2005

Snohomish County Children's Coalition, 2006

