
HILARY OTEY WOLD

PROFILE

I am an effective nonprofit leader with executive-level experience in strategic and operational planning, communication, building successful teams and change management. Cross-sector experience reinforces my strong problem solving skills and enables me to help clients produce desired outcomes.

SKILLS

ORGANIZATIONAL LEADERSHIP

I have 15+ years of experience leading small to mid-sized organizations with budgets ranging from \$500,000 to \$5,000,000 and teams of up to 80. In addition to management and consulting roles, I have held positions of direct service working with individuals experiencing homelessness, which has given me firsthand experience tackling the daily challenges nonprofit staff face. Through my various roles, I have learned how to deliver strategic solutions while considering the needs of all constituents. I work to align program and performance goals while keeping long-term strategic direction and sustainability in mind.

PARTNERSHIP DEVELOPMENT

I believe partnership and collaboration are key to the success and sustainability of every nonprofit or social venture. I always strive to develop partnership structures that align each parties' resources with an efficient and strategic plan for achieving their shared goals. I adeptly work with a wide range of constituents including volunteers, community initiatives, faith communities, city, state and federal agencies, funders and all types of not for profit organizations. I have a unique ability to envision, analyze and implement a range of partnership types, from informal collaborations to joint ventures and mergers. In creating partner relationships, I always use common values and sustainability as my guiding principals in developing shared goals and objectives.

CHANGE MANAGEMENT

I have extensive experience envisioning, analyzing and implementing change at all levels. I bring respect for mission, care for the dedication of nonprofit professionals and openness to possibilities to my work of planning and implementing major organizational change. I am skilled at working through ambiguity to uncover a clear understanding of problems and collaborating with staff at all levels of an organization to ensure solutions are planned with care and consideration for all constituents while honoring values and mission.

FINANCIAL MANAGEMENT

I am skilled at developing and overseeing operating budgets, managing complicated cash flow situations and planning investments and capital improvements. I believe the approach to budget creation and use tells a story of the organization's values; and proper financial management and planning are vital to a sustainable organization.

EXPERIENCE

MANAGEMENT CONSULTANT, SPRING CONSULTING; ST. PAUL, MN 2019-PRESENT
Provide expert-level consulting services to an array of small and medium-sized nonprofit organizations. Services include Leadership and Transition Coaching, Partnership Development, Organizational Change Management and Interim Executive Leadership.

EXECUTIVE DIRECTOR, MINNESOTA FOOD ASSOCIATION/ BIG RIVER FARMS;
MARINE ON ST. CROIX, MN 2014-2017
Led all daily operations of the 150-acre organic incubator farm, educational programming, food hub and sustainable food system advocacy initiatives. Realigned financial goals and program operations to more closely support organization's values and reestablish strong financial footing. Developed strategic and operational plans including a mission sustainability effort that resulted in a merger.

INTERIM DIRECTOR, ZOOM HOUSE; MINNEAPOLIS, MN 2013
Ensured continuation of all daily operations including compliance with government and funder regulations, proper record keeping and oversight of fund development efforts. Established systems to increase operational efficiency and efficacy. Built and fostered numerous collaborative partnerships with corporate, nonprofit and faith-based organizations. Provided expertise and support to Board of Directors during transition period to rebuild organizational stability.

ASSOCIATE DIRECTOR, SARAH'S...AN OASIS FOR WOMEN;
ST. PAUL, MN 2010-2013
Led all daily operations of a 30-resident facility. Developed and executed successful communications and fundraising plans. Oversaw operating and capital budgets. Administered all Information Technology, including conversion of security, financial tracking and constituent relationship management systems. Expanded program offerings and operational capacity through successful collaborations with community partners.

CENTER DIRECTOR, EC BOSTON; BOSTON, MA 2008-2010
Built a positive and productive team environment for a staff of 40 (fluctuating up to 80 seasonally) by creating a workplace focused on values and service. Established staff training, performance measurement tools, tracking systems and outcome reports. Oversaw all departments including client services, sales, direct service programming, human resources, residential services, marketing, general operations and finance. Researched and developed strategic initiatives and partnerships to create new mutually beneficial contracts for service.

ADULT EDUCATION COORDINATOR (2004-2006), FOOD PROGRAM
COORDINATOR(2002-2004), ROSIE'S PLACE; BOSTON, MA 2002-2006
Co-founded the Adult Education Program that provides a range of educational services for more than 400 students annually. Created and implemented all program offerings, metrics, guidelines, operational policies and staffing needs. Supervised teams of volunteers to ensure the basic needs of program participants were met. Resolved conflict among staff, volunteers and other constituents, some in crisis situations.

EDUCATION

BOSTON UNIVERSITY, BOSTON, MA-MASTER OF BUSINESS ADMINISTRATION, 2008
Public and Nonprofit Management Concentration, President of the MBA Philanthropy Circle
(Donor Advised Fund), Chair of Recruitment for Link Day Consulting Event.

MERRIMACK COLLEGE, NORTH ANDOVER, MA-BACHELOR OF ARTS, 2002
Major in Sociology, Minor in Gender Studies, Magna Cum Laude.

SAMPLE OF COMMUNITY INVOLVEMENT

CO-TREASURER, JJ HILL MONTESSORI PTO; ST. PAUL, MN 2019-PRESENT
TREASURER AND BOARD MEMBER, WOMEN'S ADVOCATES; ST. PAUL, MN 2010-2017
POLICY DEVELOPMENT COMMITTEE AND ADVISORY COUNCIL MEMBER,
CYCLES FOR CHANGE; MINNEAPOLIS, MN 2012
SELECTION COMMITTEE MEMBER AND CHAIR, KIP TIERNAN SOCIAL JUSTICE
FELLOWSHIP; BOSTON, MA 2005-2010
BOARD OF DIRECTORS MEMBER, ROSIE'S PLACE; BOSTON, MA 2007-2010

SAMPLE OF CONSULTING ENGAGEMENTS

COMMUNICATIONS STRATEGY CONSULTANT, KONBIT SANTE CAP-HAITIEN HEALTH
PARTNERSHIP; PORTLAND, ME 2008
BOARD DEVELOPMENT AND MARKETING CONSULTANT, QUEER SOUP THEATER;
ARLINGTON, MA 2007
DEVELOPMENT CONSULTANT, INTERACTION INSTITUTE FOR SOCIAL CHANGE;
CAMBRIDGE, MA 2007
STRATEGIC DEVELOPMENT CONSULTANT, FORESIGHT PROJECT; BOSTON, MA. 2008
ORGANIZATIONAL DEVELOPMENT CONSULTANT, NEW ENTRY SUSTAINABLE FARMING
PROJECT; LOWELL, MA 2009