

Resume

Rae Levine

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Summary of Qualifications:

- ★ Seasoned leader and organizational consultant with experience bringing together people in organizations and communities to address challenges and take action.
- ★ Experienced interim leader, assisting nonprofits with leadership succession and transition.
- ★ Excellent communication skills, verbal and written.
- ★ Big-picture thinker and results oriented.
- ★ Known for integrity and reliability.

Experience:

Organization Development Consultant, Rae Levine Consulting, 1988 - present. Provides capacity building consulting, training, and resources for nonprofits and cooperatives including: leadership succession, strategic planning, facilitation, team effectiveness, collaborative problem solving, conflict resolution, managing change, and board development. Plans and facilitates conversations that enable people in organizations and communities to map out their desired futures, solve problems, and resolve differences. Coaches leaders and managers on involving people at all levels of an organization in order to plan and implement change. More at <http://raelevine.com>.

Interim Executive Director at:

- **Wallingford Community Senior Center**, October 2015 – October 2016, www.wallingfordseniors.org
 - **The Sophia Way**, July 2014 – April 2015, www.sophiaway.org
 - **Dispute Resolution Center of King County**, June 2013 – January 2014, www.kcdrc.org
 - **Greater Maple Valley Community Center**, April – October 2012, www.maplevalleycc.org
- Guided organization during leadership transition period, including sustaining programs, assessing and strengthening organization, supporting board of directors, assisting with board-led executive search and new executive director integration.

Project Coordinator, Community Collateral, Kenyan Women's Association (KWA), January – August 2012. Coordinated implementation of a pilot project designed to empower African immigrants in South King County, WA to start or expand micro-businesses in order to improve the lives of their families and benefit their communities. Facilitated two solidarity groups and coordinated micro-business training resources. <http://kenya-wa.org/kwacc.html>.

Executive Director, Community Land Trust Association of West Marin (CLAM), 2003 – 2010. Led, managed, and implemented all aspects of nonprofit community land trust for affordable housing in rural area near San Francisco. Led growth from start-up to CLAM being widely recognized, in and beyond its community, for accomplishments exceeding expectations. Role included coordination of volunteer workforce of 30; development of membership of 250+; creation of 10 new affordable homes in 5 years in extremely challenging market; raising more than \$2,710,500, primarily in gifts from individuals, for housing creation and organizational operations. www.clam-ptreyes.org.

Senior Consultant, Partner, Managing Director, Project Manager, Interaction Associates, Inc., 1983 - 1988. Provided organization development consulting and training services to corporate, public sector, and nonprofit clients. Served in company management and on board of directors

during time of major change. Led (as project manager and chief program designer) production of *Mastering Meetings for Results*, a training program on meeting facilitation and collaboration, including extensive workbook and video.

Program Coordinator, SolarWork Institute, Office of Appropriate Technology, Governor's Office of Planning and Research, State of California, 1980 - 1983. Organized joint ventures of solar energy business owners, community colleges, community-based organizations, and local government agencies to train unemployed workers to be installers of solar energy systems.

Director of Operations, Planning Director, County Program Officer, Central Valley Opportunity Center, 1978 - 1980. Developed and managed government- and foundation-funded programs of over \$3 million/year for farmworkers, including grantwriting. Program areas included: employment and training, childcare, housing rehabilitation, and weatherization.

Publications:

CLAM Story: Protecting the communities surrounding Tomales Bay with homes that working people can afford. Co-authored with Nancy Vayhinger, CLAM board member, 2010. <http://www.clam-ptreyes.org/about/clam-story>

Strategic Planning in Western Grassroots Conservation Groups: Lessons from the Field, Training Resources for the Environmental Community, 2005. Download at <http://raelevine.com/services>.

Facilitative Teamwork 3: Leadership (training program and over 200-page manual), co-authored with Mary Gelinias, produced by Gelinias-James, 1990.

The Emperor's New Clothes -- Toward a Dialogue about Telling the Truth in Organizations (presentation and paper), Organization Development Network Conferences (National and San Francisco Bay Area), 1987.

Mastering Meetings for Results (training program and 175-page manual), Interaction Associates, Inc., 1986. A revised version of this program is still used widely.

Professional Affiliations:

Alliance for Nonprofit Management, Interim Management Affinity Group
Washington Statewide Nonprofit Resource Directory (www.501commons.org)
Washington Nonprofits

Languages:

Fluent in Spanish; basic French

Education:

Master of Sciences, Human Resources and Organizational Development, University of San Francisco.

Bachelor of Arts, Political Science, Barnard College, Columbia University, cum laude. Includes one semester completed at the University of Buenos Aires, Argentina.

Extensive advanced professional training.