

## AREAS OF EXPERTISE

*Interim and transition Leadership:  
ED/CFO*

*Change Management:  
Design/facilitation*

*HR and Talent development; coaching*

*Accounting, Finance, Reporting*

*Nonprofit financial management*

*Governance*

*Organizational Design  
and Development*

*Program evaluation*

*Outcomes and Impact: Measurement  
and communication*

*Systems evaluation and oversight: IT  
management and coordination*

*Grant Reporting*

*Grant management*

## PREFERRED APPROACHES

*Active Problem solving*

*Emphasis on Listening,*

*Communication*

*Collaborative, relationship-based*

*Discerning focus on the linkages in  
complex systems.*

*Developing individual capacities  
through personal growth  
practices including:  
Enneagram Method*

## PERSONAL DETAILS

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Rhonda S. Magee

Management Consultant

Curriculum Vitae

## PERSONAL SUMMARY

A management professional with more than 25 years experience helping organizations navigate complexity and manage challenges using wise organizational and individual capacity building strategies and effective operational systems.

## ACADEMIC QUALIFICATIONS

Master of Science: Nonprofit Management/Leadership program, (with honors) [Regis University](#), 2013

BA Business Administration, [Central Washington University](#).  
(Accounting emphasis, Economics minor)

## WORK EXPERIENCE

[Garden Hill Consulting, LLC](#) • 2009 through present.

### CONSULTING, FREELANCE:

Accounting management and reporting; forensic accounting; internal audit; policy development; business development; project management; and process design. Fund development planning, outcomes measurement design, program evaluation, human resources planning and performance planning for nonprofits. Client list includes: *Project PAVE, RIGOREngineering, IdealLab, National Sports Center for the Disabled, SELA, The Chanda Plan Foundation*

[World Pulse, Portland](#) • Jan 2014 through Aug 2015

DIRECTOR OF FINANCE AND ADMINISTRATION

[Bede Scientific, Inc, Denver](#) • 2003 through 2008

BUSINESS SERVICES MANAGER, US Division

[Smart Energy Living Alliance \(SELA\)](#) • 2009-10

FINANCE DIRECTOR

[Sage Creative, Denver](#) • 2000 through 2003

ACCOUNTING AND BUSINESS MANAGER

Previously: [Colorado Physicians Health Program](#); [Family Advocacy Care Education and Support](#); [Senior Homes of Colorado](#); [Kaiser Permanente](#); [Coors Container Corporation/Golden Aluminum](#). [American Baptist Churches of the Rocky Mountains](#).

## SPECIFIC ACHIEVEMENTS AND DEMONSTRATED COMPETENCIES

~Created policies, processes, and procedures during major growth cycle; launched and implemented change management project.

~Developed five year Fund Development plan with a major gift campaign aligned with overall strategic plan.

~Project lead on outcomes reporting methods and standards development. Project was key to successful state-wide advocacy effort.

~Designed and implemented inventory management processes and stock transfer methodology: decreased carrying costs, improved customer service, and improved bottom-line performance.

~Successfully led software conversion project(s). Developed local knowledge base to successful integration on shared European platform.

~Established guidelines for pricing structure and introduced new profitability goals