

THOMAS M. COLLIGAN

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SUMMARY

Over thirty years as a visionary nonprofit senior leader with particular expertise in team building, organizational development, philanthropy and fund development, strategic planning and organizational realignment, capacity building, change leadership, benchmarking and best practices, community, board, and leadership development, financial management, and process and organizational consulting.

PROFESSIONAL EXPERIENCE

Principal: The Nonprofit Professional for Hire 2002-Present
Affiliated with: Third Sector New England & Interim Executive Solutions

Interim Leader Assignments 2002-Present

Berkshire AHEC - \$800K Federal health education agency serving rural areas.

Women and Families - \$2.2M Community service agency; sex assault hotline, school readiness, supportive housing and employment training

Country Dance & Song Society - \$1.4M National organization serving affiliates and individuals.

Hunt Hill Farm Trust/SILO – Cooking school, retail store & museum honoring Skitch Henderson.

Lynn Shelter Association - \$4M emergency shelter and housing provider.

Trinity on Main – \$1.2M downtown theater converted from a church.

MathPOWER – \$1.3M Math proficiency and resiliency program for urban youth.

The Discovery Center - \$1M Social Justice Program on diversity & inclusion.
Created sustainable business model reversing \$230K deficit.

Pathways to Wellness – \$1.4M alternative medical clinic (acupuncture, massage & herbs).
Led attempted recovery resulting in bankruptcy.

General Society of Mayflower Descendants - \$1M Membership Society and historic house.
Realigned organizational culture after a failed ED hire, raised \$145K in first annual campaign.

Elizabeth Peabody House - \$1.4M Settlement House.

Turnaround management reversing a \$450K deficit. Negotiated innovative, mission centered multi-million dollar private/public sector camp lease/partnership.

Child Advocates of Connecticut - \$350K training and supervising Guardian Ad Litem.
Mended relationships with stakeholders following a contentious ED separation; raised \$90K.

Connecticut Coalition for Environmental Justice – \$400K Community organizing and civic engagement organization focusing on environmental issues in communities with disenfranchised communities. Rebuilt board of directors following sudden departure of the founding ED.

Foundation For Civic Leadership – Civic engagement organization for progressive causes.
Prepared organization for major gift fundraising and resolved federal compliance issues.

Calumet Lutheran Ministries - \$2.6M Camp & Conference Center.

Led repositioning and planning after an ED who followed a 30 year tenured former ED was separated after only 2 years; initiated 1st ever set of metrics.

WaterFire Providence - \$2.8M Arts/community event-economic driver for RI. Established.
job functions, structure and acceptance to bifurcate the artistic founder's position into 2 positions, Artistic Director and Managing Director

Bridge Over Troubled Waters - \$3.8M Serving homeless and runaway teens with social and medical services including dental clinic, counseling services and mobile medical clinic.

The House of the Seven Gables - \$3.2M National Historic Landmark, museum/Settlement House.
Led reorganization to re-establish the institution as a major tourist destination.

United South End Settlement - \$3.6M Multi site settlement house/social service organization.
Led repositioning after an ED who followed a founder who served for 27 years.

Mystic Community Center - \$2.3M Community center – turnaround management & merger
Turned around a \$260K deficit in 6 months and facilitated an interstate merger with a nearby YMCA in RI

Consulting/Leadership for Partnerships, Collaborations, Mergers and Special Projects

Southeastern Connecticut Council of Governments (SCCOG) – Project leader for a consulting team of 6 to conduct a study and provide recommendations for shared services and staff by Southeastern

Elizabeth Peabody House (EPH) – *Re-engaged* – When merger negotiations bogged down after 18 months. I returned to facilitate discussions to negotiate the conditions of the merger.

Mystic (CT) Community Center & Westerly (RI) YMCA – Facilitated interstate merger between 2 community based organizations.

United Ways of Winsted (CT) and Greater Torrington (CT) – Advisor to/member of the merger committee for two regional United Way organizations.

YMCA of the Capital District (Albany, NY) – Consultant to the CEO of the Albany and Schenectady YMCA's

Northwest CT YMCA – Led negotiation to develop a partnerships with an assisted living facility for establishment of a rural YMCA, merged management of Literacy Volunteers, and developed partnerships with private business in the fitness and health services area.

Charlotte Hungerford & Winsted Memorial Hospitals – Advised on merger of 2 health care systems during initial era of health care consolidation.

Winsted/Torrington YMCA – Led merger between 2 community YMCAs creating a regional social service, mission focused agency.

Triangle2 Partners

2005-2007

Senior Consultant

Senior Consultant delivering financial development consulting; conducted capital campaign feasibility studies, capital campaigns, endowment development and planned giving, annual campaigns, major gift prospect moves management and prospect identification and compressive institutional development planning; instrumental in the start-up of this new venture.

Copley Raff Company, Inc.

2007-2013

Financial Development Consultant

YMCA of the USA, Chicago, IL

2004-2005

Director of Development – National Center

National philanthropy team member responsible planning \$50M capital campaign for a new national headquarters facility

Jeffrey Byrne & Associates, Inc. / Independent Consultant

2002-2004

Vice President

Lead Consultant in the North East/Mid-Atlantic states for a capital campaigns, planned giving, and major gifts

ARTHRITIS FOUNDATION, Atlanta, GA

2001-2002

Senior Vice President, Organizational Development

Member of the Senior Strategic Leadership Team reporting to the President of \$130 million nonprofit corporation. Responsible for relations with 55 chapters, planning and delivery of chapter consulting services and CEO selection. Supervised chapter evaluation, benchmarking, best practices, professional and volunteer development through four vice-presidents.

NORTHWESTERN CONNECTICUT YMCA, Torrington, CT

1983-2001

CEO

Chief Executive Officer reporting to the President of the Board of Directors, coordinating all affairs of a \$4.2 million, 4 branch association operating three full facility branches, youth and family counseling center, and girls resident camp.

ROME FAMILY YMCA, Rome, NY

1980-1983

CEO

Chief Executive Officer reporting to the President of the Board of Directors, supervising all affairs of a \$655,000 independent full facility association, resident camp, and frail elderly day care division. Reversed 10 year deficit operation, increased revenues by 75%, conducted successful debt reduction capital campaign and expanded membership by 55%.

REGIONAL FAMILY YMCA, Framingham, MA

1976-1980

Senior Program Director, Hopkinton Outdoor Center

Senior Program Director reporting to the Executive Director, responsible for all aspects of a \$360,000 year-round outdoor

center, largest day camp in the Northeast, conference center, family pool and recreation facility. Turned around declining camp attendance, developed innovative camping activities and converted to year round operation.

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EDUCATION

SPRINGFIELD COLLEGE, Springfield, MA

M.Ed, Human Service Administration/Community Development

GODDARD COLLEGE, Plainfield, VT directors for

BA, History/Political Science

PROFESSIONAL TRAINING, CERTIFICATIONS AND ACTIVITIES

- CATALYST Fund approved Collaboration, Merger and Acquisition Consultant;
- YMCA Senior Director, APD Administrative Excellence Award for Capital Campaign Management, APD Academy Certification (ACPD);
- Association of Fundraising Professionals (AFP), former Certified Fundraising Executive (CFRE)
- Extensive Training in Financial Development, Management, and Planning;
- Certifications/training Situational Leadership (certified trainer), financial development (certified YMCA trainer), annual campaigns (certified trainer), MIT seminar on Systems Dynamics, Harvard Law School Program On Negotiation (PON) Trainers Institute on Mutual Gain Negotiation, strategic planning, Basic and Advanced Trainer of Trainers, YMCA Principles & Practices Trainer;
- Led numerous YMCA Peer Groups including State of Connecticut passport membership contract, Yankee Cluster Executive Cabinet, YMCA Kindred Group Camp Conference, Cities Group Forum;
- Provided facilitation and training to private sector, municipalities, boards of education, Northwest Connecticut Chamber of Commerce, libraries, and other non-profit agencies;
- Past volunteer and civic activities: Rotary, founders board of first charter school in Connecticut, youth baseball coach, Salvation Army bell ringer, environmental "green day" clean up, United Way solicitor.