

# Jonathan Jackson

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Experienced executive leader with a proven track record in driving organizational growth and meaningful impact.  
Committed to inclusivity, innovative problem-solving, and responsible resource management.

Demonstrated expertise in the following areas:

## Organizational Development

Strategic Planning

Program Development

Project Management

## Fund Development

Fiscal Management

Partnership Management

Constituent Relations

## Staff Development

Leadership Development

Board Development

Coaching/Training/Facilitation

## Education

Pacific Lutheran University	<b>M.A. in Marriage &amp; Family Therapy</b>	2025	<i>expected graduation</i>
Pacific Lutheran University	<b>Master of Business Administration</b>	2020	<i>summa cum laude</i>
Pacific Lutheran University	<b>B.A. in Sociology / Hispanic Studies</b>	2012	<i>cum laude</i>
Institute for Diversity Certification	<b>Certified Diversity Executive (CDE)</b>		<i>in progress</i>
University of Washington	<b>Leadership Development (21.5 units)</b>		2016
Brustein & Manasevit, PLLC	<b>Federal Program/Grants Administration (17 units)</b>		2016
Fresno Pacific University	<b>Grant Writing (4 units)</b>		2015
Fresno Pacific University	<b>Grants Management/Administration (4 units)</b>		2015

## Professional Experience

### April 2020 – Present Thought Partner Solutions, LLC (Tacoma, WA)

#### *Principal/Owner*

Professional consulting/coaching company specializing in organizational development, strategic planning, leadership development, and fund development, and equity and inclusion.

### Nov 2018 – Present Palmer Scholars (Tacoma, WA)

#### *Executive Director*

Provide overall leadership and coordination of all Palmer Scholars programs and initiatives, fundraising and constituent relations efforts, and short/long-term strategic planning.

#### *Significant Accomplishments*

- ❑ Designed and implemented two agency-wide reorganizations.
- ❑ Coordinated and led successful implementation of 3-year strategic plan.
- ❑ Created and sustained 7 new positions during the COVID-19 global pandemic.
- ❑ Increased board representation of people of color by 300%.
- ❑ Increased staff representation of people of color by 400%.
- ❑ Increased total annual revenue by an average of 75% each year.
- ❑ Increased annual event sponsorship revenue by an average of 62% each year.
- ❑ Increased annual event revenue by an average of 54% each year.
- ❑ Secured \$2,110,000 in federal and state funding (organization had never secured public funding previously).
- ❑ Developed and implemented a state-recognized construction pre-apprenticeship program articulated with 19 registered apprenticeship programs.
- ❑ Formed 11 new scholarship partnerships totaling over \$160,000 in annual revenue.

**Apr 2018 – Nov 2018 Fair Housing Center of Washington (Tacoma, WA)**

*Executive Director*

Provide overall leadership and coordination of all FHCW programs and initiatives, including fair housing law enforcement and education initiatives, fundraising, marketing and communications, constituent relations, and strategic planning.

**Jun 2017 – Apr 2018 Foundation for Tacoma Students (Tacoma, WA)**

*Director of Development*

Develop, implement and provide ongoing leadership and coordination of the Foundation's short- and long-term constituent engagement and fundraising plan, including major gifts, grant writing/reporting, annual giving, planned-giving, and event planning.

**Mar 2016 - Jun 2017 Office of the Superintendent of Public Instruction (Olympia, WA)**

*Program Supervisor, Grants & Innovative Programs*

Administer and provide statewide leadership, management and monitoring of the Perkins grants used to support CTE programs in Washington's high schools and skills centers. Manage the distribution and expenditure of all state, federal and private CTE funding streams. Assist in the collection and analysis of CTE program data for federal reporting obligations and to drive program improvement. Analyze proposed legislation and make recommendations based on agency plans and fiscal policies. Provide consultative and liaison services for the ongoing implementation of the Carl D. Perkins Act and improvement of CTE programs statewide.

*Significant accomplishments*

- Created professional development materials and offered presentations to assist local grant recipients in implementing quality internal controls in order to comply with state and federal cost principles, regulations and legislative mandates.
- Improved overall the processes, procedures and systems in place to manage the multiple funding streams passing through the CTE department.
- Established policies and procedures for management of Perkins Reserve, State Administration and State Leadership funding.
- Developed policies and procedures for Perkins Performance Improvement Plans and sanctions for underperformance.
- Developed innovative grant opportunities designed to address areas of inequity, including non- traditional career engagement and small-school-oriented grant initiatives.
- Modified local education agency Perkins application to align with federal requirements.
- Increased the number of timely application submissions from 34 to 203.
- Successfully managed a budget composed of state and federal resources totaling over \$12,000,000.
- Through careful fiscal analysis and management, was able to allocate more than \$1,400,000 in additional funds to local recipients during the 2016-17 school year, greatly increasing their program capacity.

**Sep 2014 - Mar 2016 Palmer Scholars (Tacoma, WA)**

*Program Director*

Provide leadership and coordination of all Palmer Scholars programs. Recruit, select, train and support Scholars, mentors and volunteers. Develop and maintain systems for organizing administrative and program information and for tracking statistical data regarding program/Scholar outcomes. Cultivate and maintain relationships with area schools and community organizations, donors, sponsors and other supporters. Supervise and conduct performance evaluations for grant writer and intern positions.

*Significant accomplishments*

- Assisted with securing over \$120,000 in new funding.
- Assisted in planning and executing annual fundraiser, proceeds from which represented a 26% increase over the previous year.
- Designed and created the first newsletter in over five years, distributed to over 1,000 partners and donors.
- Headed up development of new training curriculum for Scholars and Mentors.
- Instrumental in overhaul of Scholar recruitment and selection process.
- Increased the number of applications received from 133 to 363 over two recruitment cycles.
- Recruited and trained over 90 new volunteers.
- Headed up design and development of new website.

**Nov 2012 - Aug 2014 YMCA of Pierce and Kitsap County (Tacoma, WA)**

*Membership & Fitness Coordinator*

Provide orientation and prescribe personalized workout plans for members. Instruct fitness classes incorporating a wide array of fitness principles. Encourage healthy lifestyles and foster a caring environment for youth through the Teen Late-Nite Program.

**Sep 2012 - July 2013 Northwest Leadership Foundation (Tacoma, WA)**

*Program Assistant (AmeriCorps)*

Support the programmatic elements of the Act Six initiative in Tacoma-Seattle, providing administrative and program support for the recruitment, selection, training, and alumni components of the initiative.

**Jun 2011 - Aug 2012 Boys & Girls Clubs of South Puget Sound (Tacoma, WA)**

*Teen Program Director (D.A. Gonyea Branch)*

Provide leadership and coordination of all programs and activities provided in the overall area of teen programming. Recruit new members and volunteers. Cultivate and maintain relationships with area schools and community organizations. Manage a budget. Supervise and conduct performance evaluations for Program Specialists.

*Significant accomplishments*

- Developed teen program from the ground up, including implementation a new schedule, development of Teen Center norms and teen-appropriate disciplinary policies, and development of recreational and educational program curricula.
- Created a culture of accountability among teen club members.
- Designed volunteer/community service programs for teen and elementary aged club members.
- Developed new recreational and educational programs for elementary aged youth.
- Significantly increased teen enrollment and regular attendance.
- Significantly increased teen involvement in recreational and educational programs.
- Co-planned and coordinated 2011 and 2012 Summer Block Parties.

**Nov 2008 – Jun 2011 Boys & Girls Clubs of South Puget Sound (Lakewood, WA)**

*Teen Program Specialist (Lakewood Branch)*

Provide orientation and prescribe personalized workout plans for members. Instruct fitness classes incorporating a wide array of fitness principles. Encourage healthy lifestyles and foster a caring environment for youth through the Teen Late-Nite Program.

## Volunteer Experience

**April 2019 - Present** University of Washington-Tacoma, College of Education

*Advisory Board Member*

Provide feedback and advice to ECO faculty and staff. Help to shape and improve the program's vision and overall mission, provide feedback regarding program coursework and administration, and help shape ECO's community-based capstone internship.

**May 2018 - Present** Pacific Lutheran University

*Alumni Board Member*

Foster communication and relationships among alumni, students, faculty, and staff, enhance alumni commitment to the university through development and support of service, investment, and lifelong learning opportunities, and promote celebration of accomplishments of the university and its students, faculty and alumni.

**Nov 2019 - Apr 2020** Friends of the Children – Tacoma

*Board Chair*

Provide leadership and oversight of FOC-T programs. Serve as strategic thought partner for the Executive Director. Assist in the development of the annual budget and coordination of the annual luncheon and other fundraising efforts. Cultivate and maintain relationships with community organizations, donors, sponsors, and other supporters.

**Jan 2018 - Nov 2021** Northwest Furniture Bank

*Board Member*

Provide leadership and oversight of Northwest Furniture Bank programs. Assist in the development of the annual budget and coordination of the annual luncheon and other fundraising efforts.

**Oct 2016 - Nov 2018** Palmer Scholars

*Board Member*

Provide leadership and oversight of Palmer Scholars programs. Assist in the development of the annual budget and coordination of the annual luncheon and other fundraising efforts.

**Nov 2014 - Present** Rotary International

*Member*

Involvement in various community service and fundraising projects throughout the Greater Tacoma area, including but not limited to the areas of education, healthcare, equity, and social justice.

## Academic/Professional Distinctions

*Honoree* South Sound Business Journal “40 under 40”, 2020

*Recipient* Community Impact Award, Graduate Tacoma, 2020

*Summa cum laude (MBA)* Pacific Lutheran University, 2020

*Graduate Fellow* Janes Fellowship Program for Grassroots Leadership Development, 2016

*Cum laude (B.A.)* Pacific Lutheran University, 2012

*Inductee* Pinnacle Society, Pacific Lutheran University, 2012

*Recipient* Spanish/English Bilingual Certificate of Mastery (DELE-C2), Instituto de Cervantes, 2011

*Inductee* Alpha Kappa Delta (AKD) Sociology Honor Society, 2011

*Recipient* Rieki Leadership Award, Pacific Lutheran University, 2008

*Recipient* Act Six Leadership & Scholarship Initiative, 2008

