

Philanthropic program and organizational strategy leader with more than a decade of experience guiding community-centered grantmaking, environmental justice investments, participatory funding, organizational development, and cross-sector partnerships. Trusted advisor to executive leadership and boards, with experience managing an \$8M portfolio, developing staff, strengthening systems, and translating strategies into equitable, responsive programs.

EDUCATION

Weatherhead School of Management at Case Western Reserve University Cleveland, OH (Hybrid)
[*Master of Science in Positive Organization Development & Change Management*](#)
Highest Honors | Dean's Academic Achievement Award | Beta Gamma Sigma

Occidental College Eagle Rock, CA
[*Bachelor of Arts, History*](#)

PROFESSIONAL EXPERIENCE

Steele Consulting, LLC Remote
Founder & Principal Consultant 05/2026 – Present

- Partner with organizations on strategy, governance, partnerships, and program development.
- Roy and Patricia Disney Family Foundation: Serve as strategic advisor to executive leadership on grantmaking, board governance, and organizational priorities.
- Decanted Creative: Lead impact campaign, partnerships, and fundraising for feature-length documentary.
- InsideOUT Writers: Building out a participatory grantmaking model and youth leadership development.

[Roy and Patricia Disney Family Foundation](#) Los Angeles, CA
Program Officer 02/2023 – 07/2026
Associate Program Officer 06/2019 – 02/2023
Programs and Operations Associate 02/2017 – 06/2019

Strategy and Operations

- Led cross-functional strategy and implementation in criminal justice, environmental justice, affordable housing, and nationwide for Native communities, participatory grantmaking, and supported an international crisis response fund, managing a \$6–8M grantmaking portfolio while building partnerships across nonprofits, government, philanthropy, and community organizations.
- Partnered with executive leadership on an impact-investing allocation of approximately \$14 million.
- Served as a strategic thought partner to executive leadership, trustees, nonprofit leaders, and community partners, helping translate strategy into action and drive cross-functional initiatives.
- Developed repeatable processes, templates, and workflows that improved collaboration, documentation, and project management across the program team.
- Developed criminal justice, housing, and environmental justice funding strategies supporting program development and systems change initiatives by identifying emerging field priorities and opportunities.
- Designed and optimized grantmaking operations using Foundant, Google Workspace, Airtable, and board management platforms, improving reporting, cross-team coordination, and operational efficiency.

Partnerships and Capacity Building

- Designed and launched participatory grantmaking initiatives investing \$2.5M annually in community-led grants and mobilized ~\$5M in additional funding.
- Created a Youth Funding Board for leaders who are formerly incarcerated, in partnership with The California Wellness Foundation, establishing a \$300K participatory grantmaking initiative that empowers leaders to direct funding to community-based organizations.
- Designed and launched a Philanthropy Fellowship for formerly incarcerated leaders pursuing careers in the nonprofit sector, with multiple fellows advancing into nonprofit leadership positions, including one working as a Program Officer at a billion-dollar foundation.
- Recognized organizational challenges beyond grantmaking and partnered with nonprofit leadership to fund and support a strategic planning process following a major leadership crisis, helping strengthen the organization for long-term sustainability.
- Created informal community-building convenings that strengthened relationships among grantee partners, Foundation staff, and peer organizations while creating space for connection and shared learning outside formal reporting structures.

- Represented the Foundation through national conferences, workshops, funder collaboratives, and capacity-building initiatives, regularly speaking on panels and leading sessions.

Staff and Board Management

- Designed and led hiring, onboarding, retreats, learning experiences, and organizational development initiatives that supported the Foundation's growth from a two-person staff to a five-to-six-person team, while directly supervising and developing the Program Associate and Philanthropy Fellow.
- Developed the Foundation's Board of Directors Handbook and Employee Handbook, creating clear policies, procedures, and institutional records.
- Partnered with executive leadership to facilitate board governance, retreats, site visits, and engagement initiatives, including a summer internship program for future board members.
- Led planning and execution of eight board meetings and one retreat annually.
- Prepared executive memos, board materials, funding recommendations, and strategic analyses, presenting recommendations to the Board to support organizational decision-making.

Best Buddies International

Los Angeles, CA

Senior Program Manager

03/2015 – 02/2017

Program Manager

03/2014 – 03/2015

- Directed programming across 31 high schools and colleges in Los Angeles and the Inland Empire, leading operations, leadership development, and managing a network of 5,000+ volunteers aimed at empowering leaders to advance inclusion for people with intellectual and developmental disabilities.
- Led annual fundraising efforts including the Long Beach Friendship Walk and established the Inland Empire Friendship Walk - increased fundraising from \$12,000 in 2015 to over \$20,000 in 2016.
- Developed and facilitated leadership trainings for hundreds of students and teachers, along with an annual leadership conference in Indiana for thousands of students across the world.
- New hire mentor, onboarding staff in CA, Texas, and Hawaii. Hired and managed interns and staff.

Saldon & Associates, Inc.

Remote

Project Consultant

01/2016 – 01/2017

- Supported strategic planning for nonprofits by analyzing large datasets, identifying organizational priorities, and developing executive presentations, infographics, and recommendations.

Marymount School of New York

New York, NY

Administrative Assistant

12/2012 – 03/2014

- Provided administrative, fundraising, event, and board coordination support for school leadership, including parent engagement, surveys, and annual fundraising initiatives.

Chaparral Mountain Honey Co.

Altadena, CA

- Support my family's honey business through sales, education, and administrative operations, combining a love of nature and sustainable agriculture with hands-on small business experience.

AFFILIATIONS & LEADERSHIP

LA Más

2026 Fundraising Committee

Emerging Practitioners in Philanthropy (EPIP)

Los Angeles Steering Committee

2019-2020 Mentorship Program

Social Justice Partners LA

2024-2026 Nonprofit Coach

One for Justice

Committee Member

Justice for My Sister

2023-2025 Board Member

Alternatives to Incarceration Workgroup

Participant

Native Voices Rising

2024-2025 Philanthropy Fellowship

Youth Justice Funders Workgroup

Committee Member

Exponent Philanthropy

2020-2021 Next Gen Fellowship

2022-2024 Next Gen Training Facilitator

CA Criminal Justice Funders Group

Member

Women's Foundation of California

2020-2021 Solis Funders Policy Institute Fellowship

The Los Angeles Funders' Collaborative

Steering Committee