

Laura R. Armstrong

Yakima, WA // lauraarmst@gmail.com // 203.524.0127

WORK EXPERIENCE

- Oct 2021-
Present **Founder/Owner** - Laura Armstrong Consulting (bilingual), Yakima, WA (www.lauraarmstrongconsulting.com)
- Develops organizations' capacities through refining and managing operations
 - Overhauls database and cultures of work around data management
 - Researches and implements equitable employee benefits packages
 - Works with boards and staffs in managing organizational transitions, succession plans, and onboarding
 - Trains new and emerging leaders and executive directors
 - Conducts organizational assessment and assesses lifecycle stage
 - Coaches in basic finance, budgeting, and management rooted in missions and values
 - Supports leaders in understanding power dynamics to develop practices for equitable workplaces
 - Facilitates Board and staff retreats and consults on board development with equity lens
 - Facilitates community conversations to generate input in nonprofit decision-making processes
 - Develops financial (budgets, cash flows, profit and loss templates, etc.) tools for collective decision-making
 - Trains nonprofits and individuals on nonprofit law, tax, LNI and other requirements
 - Writes grants, proposals, fund development letters, etc. and prospects potential funders
- April 2015-
Oct 2021 **Executive Director** - La Casa Hogar, Yakima, WA
- Created and led diversity, equity, inclusion strategies for staff, remote organization and financial development in English and Spanish
 - Grew annual budget from \$272K to \$1.2M and organization assets from \$350K to \$2.5M
 - Developed and implemented racial equity strategies addressing white privilege, systemic oppression and racism
 - Developed and implemented 18-month succession plan and training for transition to representative executive leadership
 - Trained and led board and staff in fundraising, including first organizational \$1M capital campaign in 2020
 - Directly managed 6 team members; grew staff team from 6 FTE to 19 FTE
 - Wrote, managed and reported on 10-20 grants per year
 - Initiated, planned and fundraised for solar panel implementation with bilingual solar energy education
 - Analyzed local, statewide, national datasets to continuously make and redefine decisions and strategy
 - Developed 3-year strategic citizenship education program replication across central WA
 - Developed and led internal technology and infrastructure development, and led transition to remote work (COVID)
 - Built organizational culture valuing employee and community wellness despite large local/national hostility
 - Created and implemented collective decision-making, accounting and personnel processes and manuals
 - Served as public spokesperson for organization and trained staff to confidently publicly represent La Casa
 - Developed board from 2 engaged members to active, equity-centered, biracial and bicultural board of 10
 - Obtained Department of Justice Office of Legal Access Programs accreditation to practice immigration law
 - Led annual financial review process with third-party CPA firm
 - Collaborated with local business leaders, city council members and nonprofit leadership
- Sept 2014-
April 2015 **Grant Writer and Farm Assistant** - Common Good City Farm, Washington D.C.
- Wrote grants for the non profit neighborhood organic farm, and assisted with manual farm labor
- Sept 2014-
April 2015 **Garden and Environmental Educator** - Washington Yu Ying Charter School, Washington D.C.
- Designed and implemented curriculum of experiential classes for ages K-3rd grade on environmental education
- Sept 2013-
Sept 2014 **Project Officer** - La Clínica del Pueblo, Washington D.C.
- Co-managed a portfolio of over 50 public and private grants and contracts, totaling over \$5.7 million
 - Coordinated inter-departmentally in English and Spanish to write proposals; won over \$570,000 new funds
 - Evaluated and worked with excel workbooks to report outcomes to government contracts and outcomes
- Jan-Sept 2013 **Loan Operations Associate** - Acción USA, Manhattan, NY
- Evaluated client credit history, bank statements, business plans, loan amounts, cash flow
 - Visited English and Spanish-speaking clients to document their stories with Client Ambassador Committee

- Evaluated tax filings and tax documents for applicants and existing clients

Sept 2012-
March 2013

Development Intern - ProMujer, Manhattan, NY

- Translated Spanish reports from in-country directors to English
- Researched technology advances in the field among microfinance institutions
- Supported procurement of organization's first \$1M gift

July 2010-
June 2012

Project Manager and Services Coordinator - Catholic Charities Housing Services (CCHS), Yakima, WA

- Organized with first-generation immigrant, monolingual Spanish-speaking, farmworker community to design, fundraise and physically build a local 1.5 acre park, Mabton Community Park
- Managed and trained volunteers totaling over 3,000 hours for park project
- Fundraised over \$110,000 (cash, grants, and in-kind) for Mabton Community Park and Resident Services
- Designed, implemented community-based research to direct a redesign of Resident Services Program
- Organized advocacy opportunities for immigrant farm-working families to speak with state legislators
- Developed Economic Opportunities Initiative, providing increased financial access for farm-worker residents
- Regularly engaged in public speaking with bilingual media outlets;
- Built local and statewide partnerships (including City Council and Mayor)
- Maintained budget and grant compliance
- Taught English and job readiness to immigrant and Spanish-speaking teens
- Maintained website content updates for Mabton Community Park

July 2010-
Aug 2011

Jesuit Volunteer - Jesuit Volunteer Corps Northwest, Yakima, WA

- Developed field research and formal research for Resident Services Program
- Organized immigrant teen girls' job shadowing opportunities and recreational activities
- Taught English as a Second Language (ESL) and job readiness classes to immigrant teens
- Facilitated residents' integration into local communities by accessing local resources
- Committed to intentional housing community, living on \$80/month stipend

Aug 2009-
May 2010

Teaching Assistant - Poverty Studies Department, Furman University, Greenville, SC

- Organized service learning of Poverty Studies Minor
- Planned and taught lessons on topics such as immigration, neoliberalism, economics, perspectives on poverty
- Developed website, particularly on post-undergrad opportunities

July-Aug
2009

Community Organizer and English Teacher - Consuelo, Dominican Republic

- Independently organized and fundraised to design and teach English curriculum, organize women to create recycled handbags, and assist in development of a potable water system in and while living with rural and financially impoverished community in Consuelo, DR.

EDUCATION

2022-Present

Masters of Arts in Interdisciplinary Studies- Environmental Justice and Sustainability, Prescott College

Expected Graduation: October 2023

- *Relevant Coursework:* Marine Conservation practicum, Kino Bay, MX; Agroecology practicum, Huatusco, MX; GIS Mapping; Decolonizing perspectives on the HEAL Act.

2022

Advanced Spanish - Instituto Cultural de Oaxaca, México

2021

Nonprofit Accounting - Duke University (online)

2020

Advanced Business Certificate, Foster School of Business, University of Washington

2019

Nonprofit Executive Leadership Certificate, Evans School of Public Policy, University of Washington

2018

Accelerating Social Transformation Certificate, Evans School of Public Policy, University of Washington

2016

Business Certificate, Foster School of Business, University of Washington

2006- 2010

Bachelor of Arts, Political Science, Furman University, Greenville, SC

Magna Cum Laude. Phi Beta Kappa. *Concentrations:* Latin American Studies, Poverty Studies

PROFESSIONAL ORGANIZATIONS / COMMUNITY INVOLVEMENT

2023-Present

Labor-based deferred action intake volunteer, UW Immigration Law Clinic - remote

2022-Present

Citizenship legal services volunteer, La Casa Hogar, Yakima, WA

2017-Present

Accredited non-Attorney Legal Representative (partial) - Office of Legal Access Programs, US Dept. of Justice

2022

Campaign Team Volunteer, Elect Dulce Gutierrez for County Commissioner, Yakima, WA

2021

Equity Advisory Group, CETA (Clean Energy Transformation Act) - Pacific Power, Yakima, WA

2020- 2021

Health Equity Guiding Team - Yakima Valley Memorial Hospital, Yakima, WA

2019- 2021

Board Member (Governance and Investment Committees) - Yakima Valley Community Foundation, Yakima, WA

2020- 2021

Housing Action Plan Technical Advisory Committee - City of Yakima, Yakima, WA

2017- 2022 **Leadership Development Design Team** - Statewide Capacity Funders Collaborative, Seattle, WA
 2018- 2020 **WA “Complete Count” Census Committee - Appointed** - Office of Governor Inslee, Olympia, WA
 2019 **Strategic Planning Core Team** - Yakima School District, Yakima, WA
 2018 –2019 **Board Member and Equity Committee** - Washington Nonprofits Association, Seattle, WA
 2016- 2017 **Community Integration Exploratory Committee (inaugural year)** - City of Yakima, Yakima, WA

PROFESSIONAL AND EDUCATIONAL AWARDS

- Estrella Award “Business Leader of the Year” – Central Washington Hispanic Chamber of Commerce – October 2017
- Poverty Studies Award of Achievement (Furman University) 2010
- Latin American Studies Award of Achievement (Furman University) 2010
- Political Science Faculty Award (Furman University) 2010
- Pi Sigma Alpha (American Political Science Association) 2008

PROFESSIONAL PRESENTATIONS / TRAININGS GIVEN

- “Manejo de dinero para la conservación comunitaria transparente y justa”, Prescott College Marine Conservation, 11/26/22
- “Making Asks and Giving Gratitude” Equity-based fundraising strategies, YAMA Board and staff, 3/1/21
- La Casa Hogar’s strategies on systemic change, Group Health Foundation, January 2021
- “Learning from the Pandemic” Panelist, Washington Nonprofits, 5/19/2020
- Cultural and Linguistic Competency within the medical field, Pacific NW University, October 2019, 2018, 2017, 2016
- Whiteness and White Privilege, white caucus group with Yakima Música en Accion (YAMA) staff, 9/20/2019
- Census 101, Yakima City Council, 7/2/2019
- “Collective Impact: Citizenship Education Replication at La Casa Hogar” United Way of Central Washington, 4/9/2018
- “DACA and Immigration in Yakima County” Greater Yakima Hispanic Chamber of Commerce, 10/24/17
- “ACEs: What are they? Where are they?” Sunnyside Sunrise Rotary, 10/18/17
- “Immigration and Naturalization: Yakima Valley Trends” Yakima Valley Conference of Governments, 10/18/17
- “Why Don’t They Come? Strategies to Increase Latino Participation in Outreach Programs” Panel, WSU Extension, 10/18/17
- “YVCC Diversity Series- Community Panel”, 3/1/17
- Community Panel on immigration and local issues, organized by Senator Murray’s office, Ellensburg, 2/17/17

OTHER EXPERIENCE

- Central WA Mountain Rescue, unit member 2021- Present
- Trail Ambassador, Cowiche Canyon Conservancy 2021- Present
- Wilderness First Responder, NOLS 2021- Present
- Agroecology Apprentice, Las Cañadas Permaculture Center, Veracruz México, 2022
- Basic Mountaineering Course, Central WA Mountain Rescue 2021, 2011
- Medicinal Herb Apprentice, Cedar Mountain Herb School, WA 2020
- Not4Sale Human Trafficking Abolitionist Academy graduate 2010
- Immigrant Victim Network Intern, South Carolina Immigrant Victim Network 2009

LANGUAGES

English fluency. Advanced Spanish (reading, written, speaking); Beginner French (speaking, reading, writing).