

JOHN F. ZIRALDO

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WORK EXPERIENCE

Commonwealth Consulting (Detroit, MI) 2003- Present

President: (August 2003 to Present)

Serve as the owner and operator of a consulting firm focused on building the business planning, operating, fundraising and programmatic capacity of nonprofit organizations in Southeast Michigan. Since 2015 I have provided support to eight foundations and human service agencies in metro Detroit. These engagements have included

- leading a design process for a foundation's grant partners to address transportation needs for afterschool programs in Detroit,
- facilitating the governance and system capitalization workgroups for a community development ecosystem initiative,
- providing executive coaching to new executive directors of nonprofits in Detroit,
- creating a cost-benefit analysis framework for a talent development program,
- facilitating discussions among Detroit leaders around the future of public schools in Detroit,
- designing and implementing an evaluator selection process,
- developing complex self-sufficiency program strategies, and
- crafting fundraising strategic plans.

The Skillman Foundation (Detroit, MI) 2017- 2019

Vice President of Program and Strategy: (February 2017 – February 2019)

Oversee the Foundation's programmatic vision and strategy and supports the development of program team members. The Foundation has been the leading philanthropic voice for Detroit children since 1960 and I oversaw the development and launch of the Foundation's new strategic framework in my first year. The Foundation works to ensure that Detroit youth have access to high-quality educational and economic opportunities and a strong, broad network of champions that work on behalf of young people's interests. Responsibilities include guiding the development of \$16.5 million in annual philanthropic grants, managing a team of ten and cultivating managing key relationship with civic, neighborhood, corporate and philanthropic leaders.

William Davidson Foundation (Troy, MI) 2015 to 2017

Senior Program Officer, SE Michigan: (November 2015 to February 2017)

Serve as a senior grantmaking officer for one of the largest family foundations in Michigan. My portfolio included overseeing grants in the Foundation's entrepreneurship, arts and civic vitality program areas. My responsibilities included assessing the Foundation's current portfolio, developing long-term grant making strategies for three priority strategy areas, significant support for the development of the Foundation's grantmaking policies and procedures, and cultivating and stewarding significant relationships with applicants, grantees and other foundations. The Foundation approved grants totaling \$11 million during 2016 in my portfolio.

Lighthouse of Oakland County (Pontiac, Michigan) 2005 - 2014

CEO / President: (May 2005 to December 2014)

Serve as the chief executive of one of the largest human service agencies in Oakland County. Lighthouse provides a comprehensive array of services designed to move low-income individuals and families from crisis to self-sufficiency. Founded in 1972, the agency has an annual budget of \$6 million and helps transform the lives of low-income families and individuals by providing both immediate and long-term help and support. Supervised a paid staff of 50 FTE and a volunteer force of more than 1,200 annually. The agency provides services through three subsidiary nonprofit organizations and offers emergency assistance, self-sufficiency programs, transitional housing for women and their children and affordable home ownership for working poor families. Provided support to Lighthouse's Board of Trustees and three subsidiary Boards of Directors. The agency's volunteers and paid staff served more than 10,000 persons in 2014.

Accomplishments

- Led the agency to refine, clarify and articulate a compelling mission and vision that measurably moves families from crisis and poverty to self-sufficiency
- Strengthened the agency's administrative capacities (finance, human resources, facility management, fundraising and PR)
- Balanced the agency budget each year for the past six years
- Achieved charter member status in the highly regarded NeighborWorks network
- Co-founder of a region wide network for the Center for Working Families program model, a proven self-sufficiency model
- Advocated and implemented a "pay-for-performance" strategy for government contracts
- Co-founded the Greater Detroit Network for Social Innovators to foster the development and growth of social enterprises in Metropolitan Detroit
- Developed new fundraising strategies that significantly increased the percent of unrestricted support for the agency, including building a major gifts capacity. Successfully led the agency's first major gifts campaign.
- Published first-ever report documenting the growth of poverty in Oakland County

The Guidance Center (Southgate, Michigan) 2003 - 2005

Director of Programs: (October 2003 to May 2005)

Provide leadership and daily management for the Center's 40 mental health and human service programs. The agency is the largest human service provider in the downriver area of Southeast Michigan and had an annual budget of \$24 million from government, foundation, corporate and private sources. Supervised a paid staff of 600 FTE. Was responsible for the day-to-day management and direction of a broad range of community mental health, early childhood, juvenile justice and after-school enrichment programs. Additional responsibilities included overseeing the agency's performance measures process, developing policies and procedures to assure that each of the agency's programs operate within budget and facilitating planning efforts to redesign all the agency's early childhood and mental health programs.

Accomplishments

- Secured expanded and ongoing funding for several effective programs that had lost their initial sources of support.
- Reshaped the agency's children's mental health and preschool programs to enable the agency to become the most significant early childhood leader in the downriver communities.
- Led in creating Head Start / Community Day Care partnerships to expand high quality, full-day early childhood programs.
- Led in redefining the mission of the agency's community mental health programs.

The Thompson-McCully Foundation (Plymouth, Michigan) 2000-2003

Executive Director: (August 2000 to August 2003)

Served as the Foundation's first Executive Director and oversaw its operations and grantmaking programs. The Foundation seeks to help low-income people rise out of poverty and become self-sufficient. In its first 2 years of operations, the Foundation approved 134 grants totaling \$13 million to nonprofit organizations across southeast Michigan. The Foundation's initial projects included programs to remove barriers to employment for low-income, minority young adults in Detroit and a K-12 scholarship program for low-income youth. Nonprofit leaders frequently commended the Foundation for its innovative, strategic and passionate approach to the problem of chronic poverty in Detroit. In December 2002, the Foundation decided to phase out its grants program and devote all of its resources to a single project to create excellent high schools for disadvantaged Detroit students.

Accomplishments

- Within the first year of operation, developed a lean, flexible, fair and responsive grantmaking process, opened an office, hired staff and worked with the Board to set clear and measurable organizational and programmatic goals.
- Created a grants initiative to support the development and launch of a series of innovative workforce development programs designed to serve structurally unemployed urban youth.
- Led the development of an initiative to create fifteen small, high performing charter high schools (90/90 Schools) in Detroit.
- The Foundation was recognized by the Association of Fundraising Executives as the Outstanding Foundation of the Year in 2002.

The Skillman Foundation (Detroit, Michigan) 1989 - 2000

Senior Program Officer: (January 1998 to July 2000)

Responsible for leading one of the Foundation's two grantmaking teams, including supervision of a program officer, program associate and grants manager. Additional projects included facilitating a staff planning process to develop measurable outcomes for the Foundation's grantmaking program. During my time at the Foundation, I reviewed more than 750 proposals and monitored 286 grants totaling more than \$52 million.

During my tenure, the Foundation became the philanthropic leader for public school reform in Detroit. Working as a neutral convener and problem solver, I successfully gained the trust and support of many Detroit school administrators, community leaders, union officials and foundation executives.

Program Officer: (September 1990 to December 1997)

Served as one of four program officers responsible for executing the Foundation's \$25 million annual grantmaking program. Responsibilities included developing grantmaking initiatives, managing a scholarship program, reviewing grant proposals, grant tracking, research and evaluation.

Projects included developing and implementing two multi-year initiatives to reform the Detroit Public Schools. Oversaw the implementation and evaluation of the Comer Schools and Families Initiative, (a \$20 million, ten year effort to improve student achievement through increased parent involvement) and the Schools of the 21st Century Initiative (a \$100 million comprehensive school reform effort reaching nearly 20% of the District's students) Each of these projects involved collaborations with District, union and community leadership and have influenced the District's reform strategies.

Program Associate: (June 1989 to September 1990)

Assisted in executing the Foundation's grantmaking process. Primary duties included reviewing grant proposals, managing a scholarship program, grant tracking, research and evaluation. Installed the Foundation's computer network and provided training and support for staff. My strong work on proposal review and grants monitoring led to my rapid promotion.

Accomplishments

- Participated (and at times took the lead) in the transformation of Skillman from a passive, general purpose foundation into a strategic grantmaking organization that leads the region on the issues related to the well-being of children.
- Developed and led two major, collaborative education reform initiatives intended to transform education for students in the Detroit Public Schools.
- Co-founded and co-chaired Grantmakers for Education, the largest grantmaking affinity groups in the U.S.
- Trained and mentored several new program officers who have since become leaders in the region's philanthropic community.

Crossroads of Michigan, Inc. (Detroit, Michigan) 1982–1987, 1988–1989

Assistant Director, Supervisor - Crossroads Jobs: (August 1988 to May 1989)

Directed the day-to-day operation of a no-fee employment service serving chronically unemployed persons. Supervised one full time counselor and 20 volunteer counselors. Redesigned job placement program and expanded job preparation classes.

Assistant Director, Development Officer: (May 1986 to August 1987)

Planned and executed a fund development strategy. Served as the organization's first fundraising professional and raised over \$200,000 from foundation and corporate sources. Duties included program planning, research, proposal writing and preparation of grant reports.

Counselor Supervisor: (February 1982 to May 1986)

Shared responsibility for providing supervision and support for agency's 120 volunteer counselors. Also installed the agency's computer system, trained volunteers and maintained a community resource directory.

Nankai University (Tianjin, Peoples Republic of China) 1987 - 1988

Foreign Teacher: (September 1987 to June 1988)

Taught aural English in the University's Economics Institute. Evaluated language skills of 50 graduate students. Prepared and presented 24 classroom hours of material each week. Lectured on American life and culture.

Focus: HOPE Detroit, Michigan) 1980 - 1982

Education Coordinator: (May 1980 to January 1982)

Implemented a truancy prevention program in two Detroit public high schools. Duties included individual and group counseling, recruiting and training peer counselors, monitoring students' attendance, and supervising a summer school readiness program for incoming ninth grade students. Assisted in planning program design and implementation.

EDUCATION

Sacred Heart Seminary College - Detroit, MI

Bachelor of Arts (Major: Philosophy), May, 1980

University of Michigan, School of Public Policy - Ann Arbor, MI

Master of Public Administration, May 1996

PROFESSIONAL AFFILIATIONS

- ♦ Detroit Promise Zone Authority Board of Directors (2018-present)
- ♦ Michigan's Children: Board of Directors (2018-present)
- ♦ United Way for Southeastern Michigan: Board of Directors (2008-2014)
- ♦ New Detroit, Inc.: Board of Directors (2007 -2014)
- ♦ Crossroads of Michigan, Inc.: *Trustee* (1992-1996, 2000-2004, 2005-2011), *Board President* (1997-99, 2003)
- ♦ Greater Detroit Network of Social Innovators: Co-founder and Board Chair (2010-2011)
- ♦ Pontiac Committee of 50: Member (2006-2010)
- ♦ Michigan Department of Human Services: *Workforce Action Network Member* (2004)
- ♦ Michigan Future: Chronic Unemployment Discussion Group: Member (2004)
- ♦ Michigan Future: Urban Education Discussion Group: Member (2001 – 2002)
- ♦ Wayne State University Center for Urban Studies: *External Advisory Board Member* (2000-2002)
- ♦ Detroit Public Schools Board of Education Transition Team: Reform Strategies Subcommittee Co-Chair (1999) Leadership Detroit Class XX Graduate (1998-99)
- ♦ Leadership Detroit Class XX Graduate (1998-99)
- ♦ Leadership Oakland XVI Graduate (2006)
- ♦ Detroit Public Schools Joint Indicators Task Force: *Subcommittee Co-Chair* (1998)
- ♦ Grantmakers for Education: *Board Co-Chair and Member* (1995 – 2000)
- ♦ Schools of the 21st Century Initiative: *Council Member* (1995 -2000), *Operations Team Member* (1996 -2000)
- ♦ Comer Schools and Families Initiative: *District Planning Team Member* (1994-2000)
- ♦ New American Schools Development Corporation: *Proposal Review Team Member* (1992)
- ♦ Council of Michigan Foundations: *Numerous Committee Memberships* (1989-2000)
- ♦ Detroit Area Grantmakers: *Program Committee Member* (1989, 1992, 1998)
- ♦ Metropolitan Affairs Corporation: *Task Force on Chronic Joblessness Member* (1988-89)

CIVIC AND COMMUNITY ACTIVITIES

- ♦ Archdiocese of Detroit: *Program Review Committee Member* (1999 -2002)
- ♦ Metropolitan Children's Museum: *Board Member* (2000-2002)
- ♦ Detroit Hockey Association: *Youth Hockey Coach* (1996-2008)
- ♦ Rosedale Grandmont Baseball League: Youth Baseball Coach (1996-2008)
- ♦ Clark Park Coalition: *Youth Hockey Coach* (2010-2011)