



## Stephen Tan

### Qualifications Summary

Stephen has served in leadership positions on boards of over a dozen local, regional, and national nonprofit organizations, and has received training in nonprofit governance through the Green Leadership Trust, the Consumer Cooperative Management Association, and the National Association of Corporate Directors.

### Professional History

Valtas Group	Consultant	2019 – Present
Cascadia Law Group PLLC	Partner	2000 – Present
United States Navy, Judge Advocate General's Corps	Lieutenant	1990 – 1994

### Consulting Expertise

- Entity formation
- Organizational transitions and development
- Organizational mergers, acquisitions, and partnerships
- Nonprofit governance and oversight
- Board/ED/staff roles and relationships
- Board, ED, and staff performance assessments
- Strategic planning
- Creation, use, management, and dissolution of advisory boards
- Effective integration of organizational values into governance practices, programs, and organizational culture.

### Licenses / Education

- J.D., University of Colorado School of Law, Boulder, Colorado
- B.A. Biology/Environmental Science, University of Virginia, Charlottesville, Virginia

### Previous Valtas Assignments

- Puget Sound Public Radio (KUOW), Consultant, 2025 - 2026
- Seattle Metropolitan Pickleball Association, Consultant, 2024 - 2025
- Northwest Maritime Center, Consultant, 2025
- Upaya Social Ventures, Consultant, 2024
- Chelan-Douglas Land Trust, Consultant, 2022 - 2023
- Hearing, Speech & Deaf Center, Consultant, 2022 - 2023
- Fulcrum Foundation, Consultant, 2020 - 2023
- Empowerment4Girls, Consultant, 2022
- Environmental Works, Consultant, 2021 - 2022
- Housing Development Consortium, Consultant, 2020 - 2022
- Babies of Homelessness, Consultant, 2019 – 2022
- Changes Parent Support Network, Consultant, 2021

- Literacy Source, Consultant, 2021
- Olympic Peninsula Audubon Society, Consultant, 2020