



Mary Steele

Qualifications Summary

Mary has more than 40 years of experience in law and nonprofit management with expertise in identifying and evaluating sustainability options for struggling organizations. She has worked with both large and small nonprofits and has experience in strategic planning, fundraising, board development, finance, program design, and human resources.

Professional History

Valtas Group	Consultant	2024 – Present
Compass Housing Alliance	Executive Director	2020 – 2023
Valtas Group	Consultant	2018 – 2020
New Horizons	Executive Director	2010 – 2018
Davis Wright Tremaine	Attorney	1984 – 2009

Representative Accomplishments

- As an interim executive director, reorganized and stabilized a nonprofit at risk of insolvency, implemented best practices, and supported successful hiring of new executive director.
- Recruited and trained effective board members, increasing board size from eight to 18 and BIPOC representation from 15% to over 50%.
- Redesigned fund development procedures and more than doubled private fundraising over four years by soliciting and closing multiple gifts over \$100,000.
- During the COVID-19 pandemic, oversaw design and implementation of protocols for a homelessness and housing organization that minimized risk and prevented any COVID-19 deaths for over 5000 residents and participants.
- Oversaw construction of new facilities allowing expansion of services at three different nonprofits.
- Led an agency-wide transformation to HIPAA compliance and qualification for Medicaid billing.
- Co-founder of a successful nonprofit partnership between legal and medical professionals to provide services to vulnerable families.
- Repaired and restored relationships with government funders after failed audits under prior leadership.
- Negotiated a merger that formed one of the largest social service nonprofits in Washington State.
- As a legal professional, consulted with more than 20 nonprofit organizations regarding litigation risk and regulatory compliance.

Licenses / Education

- Juris Doctor, University of Virginia
- B.S., Penn State University

Previous Valtas Assignments

- Interim Executive Director, The Arc of King County, 2024 – 2025
- Interim Executive Director, Compass Housing Alliance, 2019 – 2020
- Interim Executive Director, Rainier Valley Food Bank, 2018 – 2019