Scott Shields

Qualifications Summary

Accomplished mission-driven executive with more than 25 years leading organizations to grow and achieve sustainability and success. Skilled in developing strategy, assessing risk, and implementing positive solutions to unique challenges. Strong experience assembling and strengthening high-performing teams and cultivating productive professional partnerships.

Professional History

Valtas Group	Consultant	2023 – Present
Family Tree, Inc.	Chief Executive Officer	2007 – 2023
Family Tree, Inc.	Chief Financial Officer	2001 – 2007
Family Tree, Inc.	Director of Finance	1998 – 2001
PrimeCo Personal Communications	Capital Analyst	1997 – 1998
McGladrey & Pullen, LLP (now RSM)	Sr. Auditor and Sr. Tax Accountant	1994 – 1997

Accomplishments

- Increased organizational revenue by more than 80% and assets by more than 200% over a nine-year period.
- Planned and led the process to divest problematic assets to increase operational capacity.
- Implemented organizational re-structure to improve strategic delivery of integrated operations.
- Obtained allocation of Low-Income Housing Tax Credits (LIHTC) to redevelop land with five homes into an 85-unit apartment community.
- Secured and redeveloped a three-acre campus to increase programming for families experiencing homelessness including high quality early childhood education programming.
- Guided organization through implementation of first continuous improvement practice, refocusing from outputs to outcomes and impact.
- Lead initiative to improve employee retention, including a significant increase to front-line employee compensation in an organizationally sustainable manner.

Licenses / Education

- Bachelor of Business Administration, Accounting | College of William & Mary, Williamsburg, VA
- Center for Creative Leadership, Nonprofit Executive Leadership Program