



## Kate Tibone

### Qualifications Summary

Kate Tibone brings more than 20 years of experience leading mission-driven organizations across global health, youth development, and advocacy. A senior nonprofit executive and fundraising strategist, Kate has a proven track record of launching new initiatives, stabilizing organizations in transition, and strengthening governance and operational systems. She navigates complex challenges with clarity and strategic foresight, builds strong multi-disciplinary teams, and translates bold ideas into executable plans. Kate has served as a strategic advisor to boards and executive teams across nonprofit, for-profit, and academic sectors, with U.S. and global experience spanning reproductive health, gender equity, and community-based organizations. She is known for calm leadership in moments of change, clear and decisive communication, and a flexible, curious approach to shaping the future.

### Professional History

Valtas Group	Senior Associate	2026 – Present
Independent Consultant	Philanthropic Advisor / Communications & Fundraising	2025 – Present
German Foundation for World Population (DSW)	Head of Strategic Advocacy Alliances	2022 – 2024
Global Health Visions	Consultant, Global Health	2020
Powerful Voices	Executive Director	2016 – 2019
Women’s Funding Alliance	Program and Policy Manager	2015 – 2016
Global Health Visions	Consultant, Global Health	2014 – 2015
Center for Effective Global Action (CEGA)	Manager of Global Training Programs	2013 – 2014
Asia Pacific Alliance	Consultant, Gender Equity	2012
Save the Children USA	Department of Health and Nutrition	2012
Touchstone Consulting Group	Consultant	2010-2011
Population Action International	Program Associate, International Advocacy	2006-2010

### Accomplishments

- Launched, rebuilt, and scaled mission-driven initiatives from the ground up across advocacy, global health, and youth-serving organizations, including new advocacy programs at DSW, a refreshed organizational identity at Powerful Voices, an economic grantmaking portfolio at Women’s Funding Alliance, global training networks at CEGA, and youth-centered initiatives at PAI.
- Entered organizations during periods of instability or ambiguity, rapidly diagnosing structural, financial, and cultural gaps and moving teams from crisis to sustainable growth.
- Secured more than \$1.3M in supplemental funding through diversified revenue streams (including bequests, foundation grants, and individual giving) surpassing \$1M in annual revenue for the first time at Powerful Voices.
- Led a financial turnaround that eliminated debt, resolved chronic cash-flow instability, and positioned the organization to operate consistently in the black; built reserves, diversified revenue away from high-risk sources, and equipped the board with financial dashboards and stewardship practices that increased assets by 400%+ and cash on hand nearly tenfold.
- Diagnosed operational inefficiencies and governance gaps, implementing dashboards, SOPs, HR systems, performance frameworks, and CRM migrations that improved accountability, service delivery, and staff engagement across multiple organizations.
- Built and led high-performing, people-centered teams through restructures, pay equity adjustments,

professional development investments, and clear expectations, strengthening morale, accountability, and retention during rapid change.

- Partnered closely with boards as a strategic thought partner, strengthening governance, clarifying roles, increasing fundraising engagement, and navigating high-stakes decisions with transparency, trust, and shared accountability.
- Advised and coached board members through periods of growth, conflict, or transition at three organizations exploring U.S. fundraising, improving governance practices and board-staff collaboration.
- Led advocacy, policy, and research-informed initiatives advancing reproductive health, youth empowerment, and gender equity, translating program data into actionable strategies, policy briefs, and scalable programs.

### **Licenses / Education**

- Master of Public Policy, International Policy & Development, Georgetown University, McCourt School of Public Policy, Washington, D.C.
- Bachelor of Arts, Political Science (Minor in Public Policy), University of Notre Dame, Notre Dame, Indiana
- Certificate, Interim Executives Academy, Third Sector Company
- Certificate, Nonprofit Executive Leadership Institute (NELI) Course, University of Washington, Nancy Bell Evans Center for Nonprofit Leadership

### **Board / Volunteer Experience**

- Seattle Girls School, Board Trustee (2026–present)
- Concept Shell Foundation, Board of Directors (2026–present)
- City of Seattle Neighborhood Matching Grant Committee (2026)
- GSBA Scholarship Review Committee (2026)
- Advisory Board Member, Youth Development Executives of King County, Seattle, WA (2017–2019)
- Grant Committee Advisor, Washington Women’s Foundation, Seattle, WA (2017–2019)
- Board of Advocates, Planned Parenthood of the Greater Northwest & the Hawaiian Islands, Seattle, WA (2015)
- Volunteer, Northwest Abortion Access Fund, Seattle, WA (2015)
- Client Services Volunteer, Polaris Project, Washington, D.C. (2006–2008)
- Refugee Resettlement Volunteer, U.S. Together, Columbus, OH (2005)