



Mike Hatzenbeler

Qualifications Summary

Accomplished nonprofit executive and transition leader with 25+ years of C-suite experience guiding organizations, boards, and leadership teams through growth, complexity, and periods of significant change. Strategic advisor and governance expert with a proven record strengthening organizational alignment, operational performance, and leadership. Known for helping teams clarify purpose, define outcomes, and chart practical strategic pathways that strengthen long-term sustainability and community impact. Skilled communicator and facilitator adept at engaging diverse stakeholders, navigating sensitive organizational dynamics, and fostering strong board–executive partnerships. Brings a proven record of scaling programs, diversifying revenue through business development and corporate partnerships, and building trusted relationships with stakeholders that expand mission reach and strengthen financial resilience. Trusted, values-driven leader committed to advancing equity, inclusion, and long-term community-building.

Professional History

Valtas Group	Consultant	2026 – Present
Community Homes	Consultant	2026 – Present
Burke Gilman Place Public Development Authority	Consultant	2026 – Present
Pioneer Human Services	Chief Operating Officer	2024 – 2025
PROVAIL	Chief Executive Officer	2002 – 2024
PROVAIL	Exec. Vice President	2000 – 2002
PROVAIL	Director of Development	1995 – 2000

Accomplishments

- Led a 22-year period of growth and transformation as CEO, resulting in 133% revenue growth by expanding services across multiple counties, strengthening operations, and securing diversified funding.
- Navigated a 4-year recovery from deep financial crisis through property sale, relocation and organizational realignment.
- Negotiated \$1.3M social enterprise business sale using proceeds to acquire a for-profit business, which facilitated program expansion in a new county.
- Negotiated \$2.4M property sale using proceeds for program growth and development, leading to 50% growth over five years.
- Led operational turn-around plan for \$25 million aerospace manufacturing social enterprise; overseeing introduction of new KPI dashboard, technology optimization and deep analysis of profitability drivers, resulting in 10%+ profit margin.
- Launched new public/private partnership for growth and development of new landscape maintenance social enterprise business.
- Introduced new Strategic Program Alignment matrix to evaluate each program’s contribution to mission impact and financial sustainability.
- Led extensive investment in DEI practices, development of a new wage equity framework and initiated an action-focused program that increased recruitment and retention of diverse employees along with 4x increase in BIPOC and LGBTQ+ executive staff.
- Secured state legislative capital budget allocation and tax-exempt bond financing to purchase new site and develop new program, expanding services to a new group of previously unserved clients.

- Forged an exclusive partnership with Microsoft to launch the pioneering Autism at Work program, earning national recognition for innovation and impact.
- Led the merger of competing provider associations, becoming Founding President of a new statewide association and strengthening the sector's collective advocacy voice.
- Managed multiple real estate projects, facility remodeling and relocations from \$10 million office development to \$3 million assisted living facility to \$100,000 residential accessibility improvement projects.
- Coordinated name change and rebranding after disaffiliation from national provider association.

Licenses / Education

- Courses in Communication, Business Law and History – North Seattle College
- Non-Profit Exec Leadership Institute - Evans School of Public Affairs – University of Washington
- Political Science Honors program – University of Washington

Board / Volunteer Experience

- Seattle FIFA World Cup 2026: Human Rights Advisory Committee (2024–Present)
- Seattle Downtown Rotary Club: Board Member, Finance Committee, Peacebuilders Comm. Chair (2019–2026)
- Burke-Gilman Public Development Authority: Board Member & Former Chair (2006–2026)
- Little Bit Therapeutic Riding Center: Board Member, Advisory Council (2007–Present)
- Community Employment Alliance: Founding President (following merger), Board Member (2009–2011)
- Directors of Disability Organizations: Co-founder; Coordinating Committee (2005–2020)
- Governor's Committee on Disability Issues and Employment: Coordinating Comm. Member (2007–2013)
- King County Executive's Citizen Advisory Panel for District 1 County Councilmember Nomination (2012)
- Group Health Cooperative: Cooperative Development Committee Member (2014)
- Roosevelt-University-Green Lake (RUG) Little League: President, Board Member and Coach (2005-2015)
- Nathan Hale Sports Boosters Club: Treasurer, President (2015–2020)