

Shane Rock

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Employment History

- 2014 – 2020 ♦ **CEO, Interfaith Works, Rockville, MD.**
Provide strategic vision, leadership and day-to-day management of the organization. Responsible for the overall management of programs, operations, finances, staff, fundraising, data analysis, government relations and community outreach. Directly manage a team of five senior directors and one administrative staff member, lead and motivate 115 professional staff, and steward \$6.9 million budget to serve more than 17,000 people each year. Work in partnership with local, state and federal government in developing innovative and effective methods to help people escape poverty and homelessness. Recognized as Montgomery County Large Nonprofit of the Year 2019.
- 2012 – 2014 ♦ **Director of Operations for Senior Services, Jewish Social Service Agency; Rockville, MD**
Managed JSSA's senior services department including care management, mental health therapy, door-through-door transportation, home delivered meals, Holocaust survivor support, and community education and socialization programs. Also directed JSSA's refugee resettlement program. Oversaw 21 staff in three locations serving seniors in Maryland, Northern Virginia, and the District of Columbia. Assists in fund development and manages an operating budget of more than \$2.8 million. Responsibilities included securing funding, recruiting and mentoring staff, creating a collaborative and cohesive team, working with media, analyzing and developing processes, analyzing data, developing strategic and business plans, project management and meeting coordination.
- 2007 – 2012 ♦ **Director, Refugee & Immigrant Services, Planning & Evaluation Coordinator, Jewish Family Service; Seattle, WA**
Managed JFS's refugee and immigrant service programs including Refugee Resettlement, English as a Second Language classes, employment assessment and placement, acculturation, financial and individual asset account education, case management, social services, and citizenship training. Oversaw 21 staff in two locations serving more than 1,600 refugees and immigrants annually in the Greater Seattle area. Expanded funding from federal, state, local and private sources to over \$1.3 million. Managed entire department budget. Also served as the strategic advisor to the Chief Operating Officer analyzing and developing data and processes, promoting strategic plans, leading in quality improvement initiatives, drafting business plans, project management and meeting coordination, preparing reports for staff and board of directors. Served on the Senior Management team for JFS.
- 2007 ♦ **Interim Executive Director, Ballard Food Bank; Seattle, WA**
Directed one of Seattle's largest food banks through a period of crisis and transition. Responsibilities included performing an organization assessment and recommending high priority strategies, helping the board of directors develop a vision, working with the board to develop effective committees and work plans, creating program performance indicators and dashboards, developing effective policies and procedures, transforming the culture of the nonprofit to be more professional and customer focused, representing the food bank to the community, and managing the everyday operations of the organization. Managed more than 80 paid and volunteer staff, and succeeded in increasing the budget and diversity of funding sources.
- 2003 – 2006 ♦ **Executive Director, Washington Low Income Housing Alliance; Seattle, WA**
Led affordable housing advocacy and education efforts in Washington State. Responsibilities included expanding the organization's fundraising capacity, building stronger community relations, developing a larger grassroots network for state and federal housing advocacy, and effectively focusing resources and efforts to ensure everyone has a safe, decent, and affordable place to live in the State. Worked with a diverse board of directors representing government, business, developer, and tenant interests. Awarded 2005 Fannie Mae Foundation Fellowship for study at the Harvard Kennedy School of Government in recognition of affordable housing leadership.
- 1998 – 2003 ♦ **Lead Systems and Support Engineer, RealNetworks; Seattle, WA**
Assisted more than 150 non-governmental organizations worldwide in education, fund raising, and advocacy using streaming media and other Internet technologies. Produced webactive.com, one of the most influential progressive news and commentary streaming media sites on the Internet at that time.

Employment History (continued)

- 1994 – 1998 ◇ **Program Director, The Sharehouse, Church Council of Greater Seattle; Seattle, WA**
Managed coalition development and distribution of material goods to more than 90 member programs serving homeless people in King County. Responsibilities included staff supervision, budgeting, grant writing, financial reporting, public relations, program management, and contract management and compliance.
- 1992 – 1994 ◇ **Community Development Manager, Community Action Coalition for South Central Wisconsin; Madison, WI**
Coordinated seven community development programs; supervised 20 staff, oversaw program planning and development, developed program budgets, evaluated staff, and wrote successful grants for local, state and federal funding.
- 1990 – 1992 ◇ **Executive Director, Tennessee Network for Youth and Family Services; Nashville, TN**
Responsible for all administrative, advocacy, and educational activities of the agency including financial management, fund raising, program development, member recruitment, legislative testimony and advocacy, program reporting, and conducting educational forums.
- 1987 – 1990 ◇ **Executive Director, Good Neighbor Mission and Crisis Center; Gallatin, TN**
Managed rural Tennessee agency providing emergency shelter, comprehensive family shelter, and preventative and transitional services. Performed all agency duties including client interviews, counseling, public relations, accounting, budgeting, financial reporting, staff management, Board training, fund raising, and testifying before the state legislature.

Education

- 1992 ◇ **J.D., Vanderbilt University School of Law**
Thesis title: *Right of Access to Law Libraries for Incarcerated Juveniles*
- 1984 ◇ **B.A., Philosophy and Government, Oberlin College**

Skills

- Data Visualization ◇ R, Tableau, Excel
- Coding, Analysis and Publication ◇ R, \LaTeX , Jamovi
- Web Dev ◇ HTML, CSS.
- Misc. ◇ Researching, innovating policy solutions, teaching, training, consultation, \LaTeX typesetting and publishing.

Miscellaneous Experience

Awards and Achievements

- 2016 ◇ **Graduate, Core Program, Leadership Montgomery.**
- 2009 ◇ **Graduate, Leadership Tomorrow, Seattle, WA.**
- 2005 ◇ **Fannie Mae Fellow, Fannie Mae Foundation.**
- ◇ **Certificate, Program for Senior Executives in State and Local Government, Kennedy School, Harvard University.**

Lectures

- 2020 ◇ **Strategic Management for Nonprofit and Public Organizations, Robert H. Smith School of Business, University of Maryland.**
- ◇ **Poverty and Equity in Montgomery County, MD, Social Welfare Policy, UMBC School of Social Work, several dates 2018 - 2019.**

References

Available on Request