

Application Form

Profile

Christina

First Name

L

Middle Initial

Cabral

Last Name

[REDACTED]
Email Address

[REDACTED]
Home Address

Suite or Apt

Rohnert Park

City

CA

State

94928

Postal Code

What district do you live in? *

☒ District 3

Home:

[REDACTED]
Primary Phone

Alternate Phone

Nation's Finest

Employer

Chief Operating Officer

Job Title

Nonprofit

Occupation

Which Boards would you like to apply for?

SONOMA COUNTY REGIONAL PARKS FOUNDATION BOARD: Submitted

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board or commission?

As a U.S. veteran and career nonprofit leader, I have dedicated my adult life to service. I care deeply about the health and wellness of my community, and I am incredibly passionate about improving equitable access to nature, outdoor recreation, housing, and economic mobility.

[REDACTED]
Upload a Resume

Please Agree with the Following Statement

You agree that the following information provided above is truthful.

☒ I Agree

Demographics

Some boards and commissions require membership to be racially, politically or geographically proportionate to the general public. The following information helps track our recruitment and diversity efforts.

Gender

☒ Female

A skilled nonprofit Executive with experience in inpatient behavioral health treatment, community-based social services programs, affordable housing development, and occupational development programs. A servant leader and an expert in government contract negotiations, financial management, fundraising and donor relations, grant writing, board relationships, and strategic planning. Has maintained a consistent track record of ensuring operational and fiscal integrity through periods of rapid growth and program expansion.

CHRIS CABRAL

Santa Rosa, CA

[REDACTED]

[REDACTED]

Work Experience

Nation's Finest

Nation's Finest is a \$65M+ nonprofit operating in 13 states and headquartered in California. Nation's Finest serves homeless, disabled, and at-risk veterans and their family members through the provision of wraparound services including: Inpatient behavioral health treatment, outpatient mental health treatment and counseling, affordable housing development, family reunification services, legal aid, case management services, education and job training services, and transitional housing.

Chief Operating Officer

Promotion; 2018 – Present

\$65M Budget / Managed 275 Employees and 6 Departments / Oversight of 26 Locations in 13 States

Achieved a reduction in staff turnover of 42% over a 4-year period, and increased government contract revenue by \$17M over four years. Implemented six new programs and lead the launch of four new geographical locations.

Lead onboarding of new IT structures, including transitioning to a cloud-based environment and onboarding an electronic health record ("EHR") Reduced legal costs by 47%, increased number of veterans served by 31%, and lead organization through a 150% staff growth over four years. Increased donor retention by 33% and cultivated an increase of new donors, including major gift donors >\$35,000 annually.

- Provides leadership and oversight over the following departments: Operations/Programs, Finance, Human Resources, Information Technology, Facilities, Regulatory Compliance, and Business Development.
- Manages \$55M budget, including development, tracking and analysis, and federal contractor regulations and compliance.
- Responsible for negotiating local, state, and federal contracts in excess of \$15M each, totaling >\$50M annually.
- Analyzing audit reports and formulating quality improvements.
- Leads strategic planning processes for departments for which I have oversight.
- Ensures accurate and timely compliance reporting on complex federal grant and contract awards.
- Co-leads fundraising efforts through external marketing services, in-house events, and through grant and contract applications.
- Provides guidance and instruction on executive employee performance, disciplinary, and termination actions.
- Presents monthly and quarterly financial reports and progress reports to Board of Directors. Presents monthly and quarterly program operations reports to Board of Directors and creates monthly presentation calendar for various department heads.
- Develops and mentors Director-level staff and creates supportive, motivating, and rewarding work environment.
- Responsible for agency diversity initiatives.
- Manages agency-wide donor relations program, including staff donor outreach and engagement, and donor survey information for retention strategies.
- Evaluates functional needs of facilities and serves as lead facilitator of real estate transactions and commercial leasing.

Chief Administrative Officer

2016 – 2018

\$48M Budget / Managed 185 Employees and 3 Departments

Lead organization through Founder/CEO transition to new CEO in 2017. Successfully increased mental health program revenue by 26% in 24-month period. Obtained \$6M in new government contract funding through relationship development and successful RFP analysis and response. Created County-level partnerships to increase transitional housing and emergency shelter funding by 32% in 24 months.

- Oversight of Human Resources, IT, and Operations/Programs.
- Maintain organization compensation strategy and structure, including annual updates and analysis.
- Collaborate with CEO in setting and driving organizational vision and strategic plan.
- Oversee implementation, management, and continued accreditation of community-based social services, affordable housing development, homelessness prevention case management, inpatient mental health treatment centers, and education and training programs for homeless and at-risk individuals.
- Manage employment contract negotiations and renewals.
- Monitor performance against established KPIs and develop corrective measures as needed.

River's Edge Consulting / Columbus, OH (Remote)

A boutique nonprofit consulting firm engaged in nonprofit leadership services and DEI&B consulting for CBOs and other small nonprofits in the Greater Columbus, OH area.

DE&I & Nonprofit Leadership Consultant

2019 – Present

Provided one-on-one leadership training and mentoring to Executive Directors, CEOs, CFOs, COOs, and Director-level staff at local nonprofit agencies. Average staff turnover decrease of 14% for agencies with whom I consulted. Average increase of 14% in donor retention for the same agencies over 6-month period.

- Designs and implements Employee Resource Group programs for small nonprofits operating in the Greater Columbus area.
- Builds and manages customized Diversity, Equity Inclusion & Belonging roadmaps for organizations dedicated to improving the customer and employee experience.
- Coaches leaders on the fundamentals of successful diversity initiatives, and the importance of intentional and informed change management strategies.
- Provides assistance in the creation and implementation of nonprofit strategic plans.
- Provides growth strategy services, including grant proposal preparation and program implementation maps.
- Created advocacy maps for major gifts fundraising.

Golden Gate University School of Law / San Francisco, CA (Nonprofit Higher Education)

Golden Gate University School of Law is an ABA-accredited law school in the San Francisco Bay Area. GGU Law is the only school within the immediate Bay Area to offer evening law programs for working professionals pursuing a J.D.

Assistant Law School Professor

2016 to 2019

- Taught first and second-year law students in Contracts, Torts, and Employment Law. Classes of 60 - 140 students.
- Provided advanced research assistance in Federal Employment Law issues.
- Developed curriculum for hybrid learning; in-person and online classes.
- Designed programs for peer-led study groups and implemented weekend classes for working professionals.
- Mentored incoming law students.

PEP Housing / Petaluma, CA (Nonprofit Community Development & Affordable Housing, \$35M)

PEP Housing is a nonprofit affordable housing developer specializing in permanent supportive housing and affordable housing for elder individuals residing in Northern and Central California. PEP Housing utilizes complex funding streams including tax credits, local and City funding, and other federal sources through HUD and HCD.

Director of Human Resources

2014 to 2016

\$30M Budget / Managed 2 employees and 1 Department

Oversaw talent development and staff growth of 36% over two-year period. Increased foundation funding by 15% through grant research and successful applications. Created and implemented complex compensation strategy for employees in various regions throughout California. Developed new HR recruitment strategies, and increased payroll compliance during tenure.

- Developed compensation program for multi-site use, including budget development, analysis, and reporting on the new compensation plan.
- Developed and implemented risk management plan for organization.
- Managed payroll and benefit administration for organization.
- Completed internal investigations, including working with multiple attorneys for complex labor issues.
- Developed recruitment and retention program to increase employee engagement and reduce turnover.
- Managed worker's compensation claims and leaves of absence.
- Managed grant renewals, labor law compliance, and succession planning.
- Wrote and submitted \$30M in annual grant and contract funding, submitted VHHP and tax credit applications for affordable housing developments.

United States Coast Guard / Petaluma, CA

Senior Human Resources Generalist

2011 to 2014

- Provided mentoring to exiting military members on topics of retirement planning, benefit termination and enrollment, relocation, and military exit planning.
- Managed procurement for military base, including budgeting for >\$100M annually in spending.
- Managed and negotiated multi-year federal military procurement contracts.
- Provided coaching and mentoring to incoming military members.
- Managed onboarding and travel processes for transitioning military members and their families.
- Managed facility procurement and maintenance schedules, including >\$10M in annual contracts for facilities management.

Kroger Stores / Columbus, OH

Senior Union Personnel Administrator

2007 to 2011

Managed 26 Employees and 1 Department

- Daily union bidding for 800+ union members for large logistics facility serving the Eastern United States.
- Managed logistics procurement for 700 loading docks, including route management and inventory control.
- Assisted in union contract negotiations and labor planning.
- Lead employee onboarding process for exempt-level staff members.
- Worked with subcontractors to ensure retail orders >\$1M were delivered within prescribed timeframe, and assigned appropriate union personnel to large procurement projects.

Education

Juris Doctorate (J.D.)

Golden Gate University School of Law- San Francisco, CA
Rank #1/204

B.A., Business Management

Golden Gate University-San Francisco - San Francisco, CA
3.96 GPA

Human Resources Management Certificate, Santa Rosa Junior College

3.7 GPA, 36 credit hours

Community Leadership

Trips for Kids Marin 501(c)(3)

Board member, Present

- Development Committee and Finance Committee

Friends of Mt. Mitchell State Park 501(c)(3)

- Grant writing support, pro bono 2018-2020

Crisis Text Line

- Volunteer Crisis Counselor 2016 - Present

Personal Information

I am a lifelong learner, passionate community advocate, and lover of the outdoors. I carefully balance work, education, and family and care deeply about improving the communities in which I live, work, and play.

I regularly volunteer my expertise as a member of a nonprofit board, and enjoy providing pro bono grant-writing services to nonprofits providing services for which I am passionate (veterans services, outdoors/recreation, mental health treatment, family services, social equity initiatives.)