



CARA J. COPELAND

 Cara@StatelyPine.com

 503.899.9625

 Oregon

 [LinkedIn](#)

SELECTED ACCOMPLISHMENTS

- Worked with a team to create policy and procedural implementation with continuous quality improvement metrics founded on implementation science.
- Created tools and guidelines to more effectively replicate evidence-based prevention services across a state-wide service area.
- Lead equity, diversity, inclusion, and justice organizational audit and built the capacity to operate with greater equity and belonging.
- Managed state-wide projects involving multiple organizations, partners and priorities to meet deadlines with clear communication and personable intentionality.
- Implemented evaluation and research initiatives to improve service quality and understand programmatic impact.

A passionate, creative, and forward-thinking collaborator and leader who brings people together to strengthen families

PROFILE SUMMARY

I am an energetic leader who seeks to work with a team to move a mission forward. I enjoy collaborating with diverse people, boards, and invested individuals in a relentless pursuit of our shared mission to enhance program quality and scale impact. Organizations with big visions for the future will benefit from my strategic leadership and outcomes-driven approach. Enjoying the journey essential to my style as I cultivate relationships with families, staff, board, volunteers, organizational leaders and government officials to align toward a shared, more beautiful future for all.

Justice Advocate • Engaging Communicator • Collaborator • Outcomes Driver • Team Builder

EXPERIENCE

Jan 2018 - Current | OWNER - PRINCIPAL CONSULTANT

STATELY PINE CONSULTING, Oregon
Business and organizational consulting firm

- Coach individuals, leaders and teams to more effectively operate out of their strengths using the Clifton StrengthsFinder
- Support organizations in the development and implementation of impactful interventions using implementation science.
- Develop data-driven decision-making processes to help organizations maximize their impact.
- Lead community groups in the creation of nonprofit entities, including board recruitment, cultivation and training.
- Provide executive coaching and interim leadership

Mar 2018 - April 2024 | EXECUTIVE DIRECTOR

OREGON ASSOCIATION OF RELIEF NURSERIES, Oregon
State-wide child abuse prevention organization

Served as the spokesperson and strategic leader for a network of service providers. Reported to the board and board chair to execute the strategic plan. Created and managed an annual budget of **\$1.2M-\$3.2M**

- Served as the **primary grant writer** and fundraiser increasing private foundation revenue year over year. Administered several passthrough funding opportunities across multiple organizations.
- Expanded public funding through advocacy to allow for a **35% increase in operational sites** state-wide within four years. Revenue streams included a \$10.1M increase in ongoing state funds as well as \$5.5M in federal grants.
- Managed state-wide initiatives through the engagement of local community leadership to implement innovative programs.
- **Developed relationships** across Oregon through several **state-wide committees**: Early Childhood Coalition, Children's Agenda, Child Abuse Prevention Collaborative, Co-facilitator Home Visiting Collaborative, Family First Policy Advisory Committee



EDUCATION

Financial Success for Nonprofits
Certificate

Cornell University

Masters of Science, Sociology

Portland State University

Masters of Education, College Student
Affairs

Azusa Pacific University

Bachelors of Arts, Spanish Education

Southern Nazarene University



TECHNOLOGY

- Smartsheets
- Salesforce
- Constant Contact
- MailChimp
- Microsoft Office
- Google Suite
- Social Solutions
- Squarespace
- Paychex
- Asana
- Basecamp
- Slack



EXPERIENCE

EXECUTIVE DIRECTOR (Cont.)

- Built a **financial and program dashboard to track results**, evaluate outcomes, and provide ongoing monitoring of progress for the board and key stakeholders. Implemented a new client data system to ensure the tracking of program outcomes. Developed financial policies to strengthen operational reserves and audit compliance.

Jan 2013 – Mar 2018 | DIRECTOR

LUTHERAN COMMUNITY SERVICES NW, McMinnville, OR

Social service organization bringing health, justice and hope to vulnerable individuals and communities.

Led the start-up of a new initiative to create a child abuse prevention program for parents and children (Relief Nursery). Inspired, led, and supervised a staff of 25 individuals, overseeing the **creation and operations of \$2.2M budget**. Responsible for building community buy-in, program outcomes, organizing local committees, and creating a work culture grounded in inclusion, respect, and the strength of each employee and volunteer.

- Recruited and **developed a 15-person board** to oversee new service delivery's fiscal start-up and sustainability. Worked with development staff to build program capacity and drive community engagement.
- Became certified as a **Healthy Families America** peer reviewer to aid in successful reaccreditation process for home visiting services.
- Built a **program management dashboard** to monitor outcome metrics and ensure compliance with model guidance for home visiting and center-based services to families raising children ages birth to five.
- Led several community-wide committees and participated in the **creation of a universal referral form and process** to help families gain access to prevention services and expedite a referral pathway.
- **Taught parenting education classes** to families at risk of foster care involvement due to substance used disorders.

July 2009 – Dec 2012 | INDEPENDENT

GRANT WRITER & PROGRAM CONSULTANT, Oregon

Worked with organizations to identify and write grants. Researched best practices for program implementation. Wrote program handbooks and volunteer training manuals. Designed programs and wrote policy and procedure manuals.

July 2008 – June 2010 | ADJUNCT FACULTY OF SOCIOLOGY

Chemeketa Community College | George Fox University

Taught courses in Sociology including topics of race, class, and gender. Taught social statistics and the use of quantitative measurement in research and program evaluation.

July 1999 – June 2007 | ASST. DIRECTOR of RESIDENCE LIFE - AREA COORDINATOR

GEORGE FOX UNIVERSITY, Newberg, OR

Private liberal arts university

Lead the operations of residential services program including wilderness-based leadership development. Supervised a team of 25 to achieve department goals and cultivate a strong community environment. Lead courses in leadership and personal development. Served on institutional committees. Monitored the ongoing safety and risk management for students.



HOBBIES & INTERESTS

- Parenting Education
- Stand Up Paddleboarding
- Hiking
- Backpacking
- Running
- Snowshoeing
- Theatre
- Coffee Drinking
- Outdoor Concerts
- Comedy



VOLUNTEER

Foster Care Respite | Foster Parent Support | Parenting Educator | Every Child Oregon Resource Responder Gather Repertory Theatre | Special Olympics | Special Education Parents Advisory Council | Safe Families



EXPERIENCE

- *July 1997 - June 1999* | **RESIDENT DIRECTOR**
SOUTHERN NAZARENE UNIVERSITY, Bethany, OK
Private liberal arts university
- *August 1995 - June 1997* | **SPANISH TEACHER**
PUTNAM CITY NORTH HIGH SCHOOL, Oklahoma City, OK



RELEVANT COMMITTEES

- *May 2018 - Present* | **EARLY CHILDHOOD COALITION, Oregon**
Coalition of early childhood programs and advocates working to advance equitable policies and public funding investments for Oregon's children.
- *June 2018 - Present* | **CHILD ABUSE PREVENTION COLLABORATIVE, Oregon**
I helped to co-design this collaborative with the goal of elevating the voice of prevention in Oregon and build together a more integrated and de-siloed approach.
- *Sept 2018 - June 2021* | **OREGON FAMILY FIRST PREVENTION IMPLEMENTATION COMMITTEE**
Participation in the initial group working under the guidance of Senator Gelsler to build Oregon's first FFPSA plan.
- *July 2020 - Dec 2023* | **FAMILY PRESERVATION POLICY AND PRACTICE WORKGROUP**
Participation in the workgroup tasked with revising current Child Welfare policy and practice to align with the new state Family First plan and the newly created Family Preservation Unit.
- *Feb 2024 - Present* | **OREGON HOME VISITING SYSTEM STEERING TEAM**
I helped to form and now co-chair the Home Visiting Model Collaborative where we build relationships to leverage a stronger home visiting network for families raising children birth to five
- *April 2019 - Present* | **HOME VISITING MODEL COLLABORATIVE - Co-Chair**
I helped to form and now co-chair the Home Visiting Model Collaborative where we build relationships to leverage a stronger home visiting network for families raising children birth to five
- *Nov 2018 - Present* | **OUR CHILDREN OREGON**
I participate as a partner to help craft policies and public investments that provide Oregon children with the resources needed to help them thrive.