



SUSAN M. LANGE

CONTACT

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EDUCATION

Bachelor of Arts

Major: Sociology

Minor: Psychology

Western Washington University

Associates of Art

Degree: Transfer

Skagit Valley College

Associates of Applied Arts

Degree: Visual Communications

Art Institute of Seattle

CERTIFICATIONS

Organization Development

Institute of Organizational Development

Fundraising Management

University of Washington

Mediation

Washington Mediation Association

SKILLS AND ATTRIBUTES

- Strong critical, analytical, and strategic thinker
- Problem solving mindset and desire for process improvement and implementation
- Proficient in managing time and staying organized
- Highly skilled in both written and spoken communication
- Ability to collaborate effectively with diverse teams

WORK EXPERIENCE

Senior Consultant

S&L Strategic Solutions, Mount Vernon, WA

September 2024

- Founded and lead a consulting firm specializing in organizational development and fundraising strategy for nonprofit organizations, with a focus on building sustainable infrastructure and donor retention systems.
- Designed and implemented customized development audits and stewardship tools that improved operational efficiency and increased fundraising capacity for client organizations.

Director of Development and Communications

Youth Dynamics, Burlington, WA

August 1998 - May 2023; September 2018 - August 2024

- Develop and implement organizational plan for management and accountability, including implementing industry standard best practices for fundraising and donor relations while recognizing organizational uniqueness.
- Streamline infrastructure to accommodate scalability and sustainability, shifting organizational cultural norms to assure longevity of new policy and procedures.
- Enhance and streamline event process for strategic goals and outcomes across three states.
- Lead Directors in strategies, tactics, and area specific activities to achieve funding goals.
- Serve on the core leadership team, and prepare reports and present regular updates at board meetings.
- Oversee development of employee handbook, staff trainings, and content specific orientations.
- Create and implement grant submission process for strategic quality control for content, voice, and readability. Compile, analyze, and provides mandatory reports.

Donor Development Manager

Community Action of Skagit County, Mount Vernon, WA

July 2008 - August 2018

- Developed and managed development efforts for specific programs through donor cultivation strategies, community outreach, public speaking engagements, grants, and two signature fundraising events.
- Developed and facilitated new staff orientation and contributed to setting the tone for organizational culture.
- Conceptualized and designed organizational brand and promotional materials, and led efforts in new external talking points and messages.