

# GORDON CROW

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## EXECUTIVE SKILLS

### Organizational Development

Accomplished professional, recognized for improving public opinion and public perceptions, and reversing negative trends in membership and donor numbers. Achieved success through the development and implementation of innovative programs. Proven fiscal manager with demonstrated capabilities in training, motivating and managing paid staff and volunteers, and implementing highly successful grassroots outreach programs. More than eighteen years experience in nonprofits as an executive, employee, member, and volunteer service on boards of directors.

### Strategic Development

- Created and grew a successful department for a privately held, multi-billion dollar corporation.
- Established quantifiably productive relationships with business and community leaders.
- Continually refined and enhanced strategic relationships with industry groups, trade associations, and targeted communities throughout the United States.

### Capital Growth

- Increased paid membership by more than 70 percent in first two-and-a-half years running chamber.
- Restructured organization resulting in clarity of vision and greatly improved fiscal management.
- Created and implemented premium-level membership, and recruited initial investors.

## PROFESSIONAL EXPERIENCE

### **avera marshall foundation, Marshall, MN March 2014 – Present**

*Executive Director*

Help to build and grow a foundation by improving the direction and consistency of the organization. Participated in the final stages of a \$12.95 million capital campaign that resulted in construction of the Avera Cancer Institute Marshall. Restructured and redirected foundation board of directors. Designed and launched a capital campaign for 3D mammography. Launched group to encourage women in philanthropy. Continue to cultivate, steward and develop individual and corporate annual donors.

### **houma-terrebonne chamber of commerce, Houma, LA February 2014 – September 2014**

*President & Chief Executive Officer*

Resigned

### **Laramie Area Chamber of Commerce, Laramie, Wyoming February 2010 – February 2013**

*President & Chief Executive Officer*

Work with the Chamber board and membership to set strategic direction for public policy advocacy in support of the business community. Provide organizational leadership. Plan for, achieve and maintain the financial health of the Chamber. Advise Chamber membership of public policy issues and the potential business impacts. Foster relationships with other business organizations as well as local, state, and federal government representatives. Elevate and sustain the Chamber's reputation to business and other sectors of the community. Lead and supervise the Chamber staff.

### **The Schwan Food Company, Marshall, Minnesota August 2001 – August 2008**

*Director of Government & Community Affairs*

Received national award for developing grassroots programs for outreach.

### **Coeur d'Alene Chamber of Commerce, Coeur d'Alene, Idaho June 2000 – July 2001**

*Public Policy Manager*

Researched and analyzed a myriad of issues important to business and industry.

### **Idaho State Senate, Coeur d'Alene, Idaho 1994–2000**

*State Senator*

Chaired Commerce Committee.

**PROFESSIONAL REFERENCES**

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**PERSONAL REFERENCES**

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