

**RACHEL BEREZA**  
*Intrepid Nonprofit Leader*  
(916) 642-9786 · [rachel@reblco.com](mailto:rachel@reblco.com) · [www.reblco.com](http://www.reblco.com)

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## PROFESSIONAL SUMMARY

Multi-lingual (English, Spanish, Russian) nonprofit executive with over 15 years of leadership in the nonprofit community. Lifetime grant awards exceed \$20M in funding. Instrumental in increasing community impact through the local Goodwill by over 15 times in less than five years. Recognized by the California Legislature Assembly for outstanding work in enrolling countless Californians into Covered California.

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## EXPERTISE

Workforce Development  
Financial Capability  
Nonprofit Management  
Accreditation

Grant Writing  
Strategic Planning  
Vocational Training  
Program Design

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## EXPERIENCE

### **REBL Co., Nonprofit Consultant**

#### **August 2020 – Present (Sacramento, CA)**

My purpose is to help others challenge the status quo, discover possibility, and make effective change in the world. Projects include: Securing a three-year accreditation from the Commission on the Accreditation of Rehabilitation Facilities resulting in no recommendations or consultations for Employment Planning Services, Employee Development Services, and Occupational Employment Services; Successfully designing, implementing, and launching Sacramento's only train-to-hire workforce development training in Job Readiness Training, Nonprofit Case Management, Retail Customer Service, Maintenance Technician, Administrative Office Technician, Security Guard, and CompTIA A+, Security+, and Network+; Writing, securing, and managing grants and voucher programs totalling over \$150K in Q3 & Q4 of 2020.

### **Goodwill Industries of Sacramento Valley & Northern Nevada, Inc., Chief Mission Officer**

#### **August 2018 – August 2020 (Sacramento, CA)**

Provided executive leadership while supporting and fostering initiatives that contribute to achieving the organization's Mission, and ensuring the successful integration, assessment, funding, and development of mission in all of its activities, decisions and strategies. Works in synchrony with all departments and nonprofit member organizations (subsidiaries) to ensure an organizational culture of achieving its Mission, congruent with its Vision and exemplifies its Values through daily interactions with the all individuals served. Led brand recognition and brand expression including marketing, communications, and public relations teams. Spearheaded mission integration, focusing on how to weave Mission into everyday operations in organizational development, community engagement, workforce development, and fund development. Developed opportunities for Mission unification across subsidiary nonprofits, finding ways to leverage strengths, fill gaps, and identify and broker opportunities for new nonprofit partnerships. Led the creation of over 10 new program development projects and innovations within the social enterprise and beyond.

### **People of Progress, Acting Executive Director**

#### **March 2017 – September 2019 (Remote - Redding, CA)**

Remotely carried out the Mission and Vision of People of Progress Community Assistance by applying sound management principles to reach organizational goals. Provided overall management of community assistance and food bank related, regulatory, administrative and financial direction of the organization. Supported local managers through learning, support, and growth, and organizational development. Evolved and expanded service delivery to ensure relevant, desirable, and current service offerings are being provided to individuals served within the local context. Developed and implemented systematic processes for all service delivery aligned with operational rhythm including publishing an Operations Manual, auditing systems, and compliance standards.

**Executive Director, Next Move (formerly Sacramento Area Emergency Housing Center)**

**August 2017 – July 2018 (Sacramento, CA)**

A temporary assignment responsible for guiding a new vision for a \$5M nonprofit housing organization for individuals and families experiencing homelessness in the Sacramento region. Led and implemented a successful three-pronged approach to innovative housing solutions for families and individuals experiencing homelessness in the Sacramento region. The first area of focus was early intervention, prevention, and diversion for individuals at-risk for becoming homeless to reduce demand on current infrastructure. The second was the integration of workforce development and financial capability services into permanent supportive, rapid rehousing, and shelter programs that help families bridge the gap from crisis to self-sufficiency. The third goal was the development of innovative community housing solutions that resulted in an increase in available, sustainable, appropriate, and affordable housing units through landlord relations, real estate redesign, and alternatives to traditional housing models.

**Goodwill Industries of Sacramento Valley & Northern Nevada, Inc., Vice President, Mission Services (Promoted from Vice President of Workforce Development)**

**August 2014 – July 2018 (Sacramento, CA)**

Led the strategic planning and innovation of mission related activities within the organization and its family of nonprofit member organizations with the goal of helping people with disadvantages achieve self-sufficiency in 29 counties in California and Northern Nevada. Implemented and scaled the use of the Career and Life Matrix, a proprietary self-sufficiency assessment and discovery tool. Created and launched Jobs(+), an integrated service delivery model that connects people with disadvantages to self-sufficiency through holistic workforce, financial, support, and wellness services. Expanded and improved workforce development programs for adults with disabilities, families experiencing homelessness, and at-risk youth. Originated and authored merger and acquisition plans and integration activities related to the organization's nonprofit family members.

**Center for Employment Training, Center Director**

**April 2012 – July 2014 (Sacramento, CA)**

Directed local operations for an economic and community development corporation whose mission is to promote human development and education by providing people with marketable skills training and supportive services that contribute to self-sufficiency. Responsible for the graduation and job placement of over 120 low-income students (at any given time) in Medical Assistant, Medical Administrative Assistant, HVAC, Business Office Technology, and Electrical fields. Secured grants from multiple foundations to improve classroom equipment and lab space, and start both the Business Office Technology and Electrician programs from the ground up. Ensured the integration of the organization's proprietary Contextual Learning Model which focused on competency-based progress and an open-entry open-exit system of enrollment. Departments supervised included Admissions, Financial Aid, Education, and Facilities. Collaborated with community and government agencies to ensure performance standards and contract compliance. Partnered with local employers to ensure a 75% post-graduation job placement rate. Lead local efforts to secure and maintain accreditation with the Council on Occupational Education.

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**EDUCATION**

**University of California, Santa Barbara**

B.A., Global Studies, Chicana and Chicano Studies, Slavic (minor) – Dean's Honors

**Folsom Lake College**

Certificate, Nonprofit Organization Management

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**ASSOCIATIONS**

**Member**, National Association of Workforce Development Professionals, 2012-Present

**Member**, UCSB Alumni Association, 2008-Present

**Board Member**, Joshua's House, 2018-2019

**Chair**, Sacramento Steps Forward Employment & Income Working Group, 2015-2016

**Community Advisory Board Member, Wells Fargo Community Advisory Board, 2014-2016**