



Tammy Hankins

SUMMARY

Animal lover. Innovative, strategic leader with extensive experience in business and nonprofit development and growth. Compassionate. Driven to lead collaborative initiatives while using critical thinking and problem solving skills.

EXPERIENCE

President & CEO 2018 – Present
Humane Society of Wickenburg

- Executive leadership and overall management of programs and operations.
- Development and implementation of strategic plan.
- Budgeting and financial management.
- Organizational change management.
- Fundraising, grant writing and management.
- Community relations and collaboration.
- Program Development and implementation; marketing and advertising.
- Human resources; development, staff management and performance evaluation.
- Donor relations; cultivation and stewardship.
- Procure major funding and revenue sources.
- Market analysis and risk management.
- Maintain high standards of animal care.

Business Development/Chief Operating Officer 2008 – 2018
K9 Korral

- Business strategic planning, development and administration.
- Business management, analysis, and marketing.
- Development of business and staff policies and procedures.
- Human resources; development, staff management and performance evaluation.

Animal Control Officer/Police Aid 2004 - 2009
Town of Wickenburg, Wickenburg Police Department

- Secure and Impound stray dogs and animals for rabies observation.
- Education and outreach on animal welfare laws and ordinances.
- Develop and implement Citizens Patrol program.
- Assist Police with investigations.

Veterinary Clinic Manager/Veterinary Technician 2000 - 2004
Bar S Animal Clinic (large and small animal practice)

- Assist Veterinarians with patients and surgeries.
- Human Resources; hiring, training, scheduling and management.

EDUCATION

Master of Public Administration with an emphasis in Nonprofit Management
Grand Canyon University, Glendale, AZ

Bachelor of Science in Applied Management
Grand Canyon University, Glendale, AZ

Associate of Applied Science in Equine Science
Scottsdale Community College, Scottsdale, AZ

CONTACT

18920 McNeil Ranch Rd
Wickenburg, AZ 85390

Ph: 928-671-0875

hswceo@gmail.com

EXPERTISE

Organizational
Leadership

Marketing
and Advertising

Financial Management

Grants

Human Resources
Management

Community Relations

Fundraising

Program Development

Donor Cultivation

Written and Verbal
Communication

Personable

Strong Work Ethic

SKILLS

Written and Verbal
Communication

Computer Skills; Microsoft
Office, Google Docs,
QuickBooks, Teams, Zoom

Highly Organized

Ability to Multi-task

Collaborative

Creative



ENJOYMENT

Spending time with family and friends

Horseback Riding

Spending time with my horses and dogs

VOLUNTEER

Wickenburg Chamber of Commerce
Tourism Committee, Chair

Wickenburg Rotary Club Foundation
President

Prescott Frontier Days Foundation
Treasurer

Wickenburg Dog Park
Vice-President

Wickenburg Rotary Club
Member & Past President

Neighborhood Food Project
Neighborhood Coordinator

K9 Konnection
Founder of Nonprofit Organization

Wickenburg Saddle Club
*Past President
Past Secretary*

EXPERTISE DETAILS...

Organizational Leadership: Develop and execute strategic plan; oversee daily operations; develop and execute sustainable organizational growth strategies; develop strategies to meet and exceed organizational goals; ability to make sound decisions based on the needs of the organization and available resources; change management; risk management; maintain organizational documents and reports; state and federal filings and compliance

Marketing and Advertising: Direct mail campaigns; social media content and management; website hosting and maintenance; brand development and growth; special campaigns

Financial Management: Skill in budget development and analysis; ability to balance sources and use of funds; financial acumen; accounts receivable; accounts payable; bookkeeping; recordkeeping; produce financial records

Grants: Research; writing; management; and compliance

Human Resources Management: Personnel recruiting, onboarding, management, development, retention, and dismissal; effective personnel management; scheduling; payroll processing; foster diversity, equality, and inclusion among team members

Community Relations: Special event planning and execution; develop strategies to foster collaboration between diverse groups in order to solve issues; develop strategies for community organizing and capacity building; networking and partnering with community members, local businesses, and corporations

Fundraising: Campaigns and events; capital campaigns; determine appropriate funding strategies for a particular cause

Program Development: Development, launch, implementation, analysis, adaptation of community and volunteer programs; develop volunteer engagement and management strategies

Donor Cultivation: Research, acquisition, stewardship, and retention

Written and Verbal Communication: Public speaking in person or via electronic media; presentation development and delivery; interpersonal and intrapersonal skills; managing groups; computer skills

Personability: Ability to build and maintain relationships with staff, volunteers, government officials, and members of the community.

Work Ethic: Organized, dedicated, detail-orientated; open-mindedness and willingness to learn; skill in diffusing stressful situations; adaptability; optimistic; make the best of any situation.