

Bonnie Eckley

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EXECUTIVE LEADERSHIP • NONPROFIT OPERATIONS • STRATEGY • COMMUNITY IMPACT

EXECUTIVE PROFILE

Senior executive and nonprofit leader with extensive experience spanning nonprofit management, healthcare operations, community partnerships, fundraising, human resources, and strategic planning. Experienced in leading multidisciplinary teams, managing complex operations and budgets, partnering with boards, and building programs and relationships that strengthen organizational and community impact.

CORE LEADERSHIP AREAS

Strategic Planning • Nonprofit Operations • Board Partnership • Financial & Budget Management • Fundraising & Grants • Program Development • Human Resources • Community Engagement • Change Management • Partnerships & Collaboration • Healthcare Operations

PROFESSIONAL EXPERIENCE

CAMANO SENIOR SERVICES ASSOCIATION | Camano Island, WA | 2019–Present

CEO / Executive Director

- Lead organizational strategy, day-to-day operations, fiscal performance, philanthropy, community relations, and outreach for the Camano Center and 2nd Chance Thrift Shop.
- Partner with the Board of Directors to develop and implement organizational vision and strategic priorities.
- Oversee programs and services, including implementation of new initiatives and evaluation of effectiveness.
- Develop and implement human resources policies, procedures, and practices for employees and volunteers.
- Prepare comprehensive annual budgets for Board approval and administer funds to support fiscal-year goals.
- Research and pursue grant opportunities to secure operational funding and strengthen organizational sustainability.
- Collaborate with nonprofit leaders and community partners to maximize positive community impact.

IMAGINE CHILDREN'S MUSEUM | Everett, WA | 2018–2019

Impact Manager

- Managed program development, project management, marketing, and community communications initiatives.
- Supported fundraising events, sponsorship development, auction procurement, donor records, and fundraising systems.
- Reviewed grant opportunities and prepared supporting documentation for submissions.
- Supported human resources activities including employee issues, benefits, hiring, and terminations.
- Represented the organization in community meetings; drafted press releases and participated in media interviews.
- Provided administrative and project support to the Executive Director.

THE EVERETT CLINIC | Everett, WA | 1987–2017

Clinical Practice Manager – OB/GYN Women's Health

- Directed service-line operations across four locations, leading a combined team of 52 employees and 22 providers.

- Managed financial growth and sustainability for an annual revenue budget exceeding \$20 million.
- Created and maintained complex call schedules and surgery blocks for 32 surgeons.
- Implemented and sustained more than 17 major restructuring and process changes over 12 years.
- Managed scheduling, payroll, and HR-related performance processes for employees and providers.
- Maintained a high standard of confidentiality, safety, and operational compliance across all areas of responsibility.
- Met or exceeded patient, provider, and staff satisfaction targets year over year.

EDUCATION & EXECUTIVE DEVELOPMENT

Seattle University | Leadership Executive MBA | 2017

3.75 GPA; strategic decision-making, ethical leadership, communication, collaboration, and social impact.

Seattle University | Certificate of Executive Leadership | 2015

Vision and strategy, high-impact teams, ethical leadership, coaching, and organizational responsibility.

Medical Group Management Association / American College of Medical Practice Executives | Board Certification – Practice Management | 2008

Risk management, professional responsibility, planning and marketing, information management, HR, governance, organizational dynamics, and financial management.

Leadership Snohomish County | Leadership Program | 2009–2010

Community challenges, collaboration, communication, teamwork, and long-term community partnerships.

SELECTED COMMUNITY LEADERSHIP

Camano Island Chamber of Commerce — Board Member (2020–2024)

Supported economic vitality through partnerships with businesses and the community.

Camano Arts Association — Volunteer (2018–2020)

Supported arts advocacy, art education, and the annual art studio tour.

United Way of Snohomish County — Core Impact Committee (2018–2019)

Represented Access to Healthcare and contributed recommendations related to equity.

Snohomish County Early Learning Coalition — Member (2017–2020)

Supported collaboration among families and communities to nurture young children's development and education.

Community Foundation of Snohomish County — Board Member / Executive Committee (2010–2017)

Served as Secretary (2014–2015) and Vice President (2016–2017); participated in grant, human services, recruitment, and fundraising committees.

Bill and Melinda Gates Foundation – Building Community Philanthropy — Cohort Representative (2012–2017)

Represented the Community Foundation of Snohomish County in a multi-year cohort focused on intergenerational poverty, education inequities, and community inclusion.