

# Joseph Patuleia

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Joseph (Joe) Patuleia is an accomplished educator and non-profit executive with more than four decades of success leading and transforming organizations focused on young people, especially in under-served communities. Joe's strengths include operational and financial management, improved governance practices, board refreshment and engagement, program development, and fundraising. He has been a leader in public education in the Greater Boston area, and the nonprofit arena of New York City, as his experience includes serving immigrants and minorities populations as the High School Principal in Lynn and Peabody, as well as in New York City at 2 nonprofits, the Madison Square Boys & Girls Club and Boys Hope Girls Hope in Brooklyn.

Joe's visionary leadership has enabled vital community institutions to fulfill their missions through meaningful change and innovation. A sought-after speaker and facilitator, Joe continues to consult with both CEOs and organizations working in the education and nonprofit sectors.

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## RECENT CONSULTING EXPERIENCE

### Consulting Project for iTutor, Inc.

2022

- Identified and explored potential revenue streams, arranging introductory meetings
- Identified and explored potential investors, arranging introductory meetings

### Interim Executive Director

(currently) 2022

- **The Welcome Project** builds the collective power of immigrants to participate in and shape community decision through programming that strengthen the capacity of immigrant youth, adults, and families to advocate for themselves and influence schools, government, and other institutions.

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## NONPROFIT PROFESSIONAL EXPERIENCE

### Executive Director, Boys Hope Girls Hope of New York – Brooklyn, NY

2019-2021

- The Mission is to nurture and guide motivated young people in need to become well-educated, career-ready men and women for others.
- This is accomplished by having a residential program, while attending a private school, and following up with students throughout their college career.
- **Financial Management & Fundraising**
  - Stabilized organization financially, growing budget and reducing costs despite economic challenges due in part to the pandemic
  - Implemented new financial oversight protocols, procedures, and processes resulting in accountability, efficiency and monthly dashboards
  - Created new revenue initiatives, included thematic appeals and a major new event, "Women of Hope"
  - Expanded donor support through new individual giving and new foundations
  - Raised \$1.3M virtually for our signature events during COVID
- **Board Development**
  - Developed new board member recruitment campaign resulting in 6 new members in the first year
  - Developed annual individual board member meetings for best practices development
  - Supported junior board and their engaging of young professionals to volunteer and create small events
- **Program Development and Accountability**
  - Empowered standing committee to explore the creation of a new girls residence near Bishop Loughlin
  - Expanded College access program for freshman and sophomores
  - Developed additional metrics that resulted in improved program accountability
- **Professional Development and Management**
  - Created and instituted evaluation instrument/process for individual assessment and growth
  - Created professional development leadership opportunities inside and outside organization

**Executive Director, Madison Square Boys & Girls Club – New York, NY**

2003-2017

- Madison Square Boys & Girls Club provides a safe, stable, supportive environment for youth in some of New York City’s most under-served neighborhoods.
- The Clubhouse environment fulfills elements that foster effective youth development and empower our young people to succeed.
- Honored with the title of **Executive Director Emeritus** in 2017
  - **Financial Management & Fundraising**
    - Stabilized organization coming out of multiple years of major deficits and subsequently growing budget despite widespread economic challenges in 2008 and 2010
    - Implemented new financial oversight protocols, procedures, and processes resulting in accountability, efficiency and regular Board reports
    - Created development department, starting with one director and expanded to a team of eight, resulting in an increase in support across all areas
    - Introduced new revenue initiatives: 5-Level Annual Giving Fund, thematic appeals, corporate partnerships; increased foundation support from \$800K (12 funders) to over \$2M (over 50); initiated alternative funding streams for overall significant resource growth
    - Increased signature fundraising event from net \$500K to over net \$1M with record \$1.4M in 2016; created a new major event, the “Youth of the Year”, that produced \$750K-\$930K annually
    - Provided oversight support for endowment of \$30M
    - Conducted \$90M Capital Endowment Campaign resulting in a fully paid for, new clubhouse and headquarters in Harlem, complete with an operational endowment
    - Co-facilitated Building Committee in design/construction of new clubhouse/HQ in Harlem
  - **Board Development**
    - Revised recruitment/board development procedures for identifying new board members
    - Empowered standing committees and formed new subcommittees to re-engage board in operational and fundraising activities, while restructuring board and staff roles/responsibilities
    - Developed onboarding process for board members, as well as annual individual meetings for best practices development
    - Created junior board to attract and engage young professionals while building senior board pipeline
  - **Program Development and Accountability**
    - Developed Education Program, including formation of Education Academies for two youngest groups of club members
    - Expanded College Bound program for high school students; developed and formalized Non-College Bound program
    - Implemented College Success Initiative to support club members in college
    - Created accountability metrics that resulted in improved programming and increased funding
  - **Professional Development and Management**
    - Created and instituted evaluation instrument/process for individual assessment and growth for 200+ staff
    - Developed staff management process; established staff recognition programs to celebrate achievements and milestones
    - Provided and created professional development opportunities inside and outside organization
    - Developed new marketing and communications materials and robust online social media presence

**Lecturer, Fordham University**

2012-2019

- Conducted Seminar in Certificate track in the Nonprofit Leadership Program at the Fordham Center for Nonprofit Leaders

**Mentor, Fordham University**

2019

- Mentored graduate students in the Masters and Certificate programs at the Fordham Center for Nonprofit Leaders

## EDUCATION PROFESSIONAL EXPERIENCE

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- Acting Superintendent of Schools** (6 months) – Peabody, MA 2000
- Principal, Peabody Veterans Memorial High School** (2,000 students), Peabody, MA 1997-2004
- 250 staff; \$10M Budget
- Principal, Wilmington High School** (900 students), Wilmington, MA. 1996-1997
- 110 staff; \$5M Budget
- Principal, Lynn English High School** (1,600 students), Lynn, MA 1992-1996
- 220 Staff; \$8M Budget
- Salem State College** 1993-1995
- Taught course on "The Principalship" during the Salem Summer Institute

## EDUCATION & PROFESSIONAL DEVELOPMENT

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- Third Sector Company's Interim Executives Academy
- Support Center for Nonprofit Management's Interim Executive Training Program.
- Harvard University, Master's Degree in Education, 3 concentrations
- Salem State University, Master's Degree in Education
- Advanced Leadership Program in Executive Leadership, Dr. Noel Tichy, University of Michigan

## PROFESSIONAL AFFILIATIONS

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- Harvard Club of New York
- Nonprofit Coordinating Committee of New York, Human Services Council, Foundation Center
- Past Member, Advisory Board, Principal's Center, Harvard Graduate School of Education
- Vice-President and Board Member, Special Citizens Futures Unlimited (Nonprofit for Autistic Adults)

## OTHER NONPROFIT, EDUCATION ACCOMPLISHMENTS

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- Created innovative and sustainable business partnerships, including "Volunteer Day" for corporate employees 2005
- Formed a "Notes for Notes" Corporate Partnership creating a robust music program in all 5 Madison clubhouses 2013
- Reorganized and Developed K-12+ Education and Character programs at MSBGC
- Guest speaker for Association of Fundraising Professionals at its Annual Meeting on "Future of Philanthropy"; Panelist for Nonprofit BoardCon Seminar on "Best Practices for Recruitment/Retention"
- Led State Academic Accreditation Process of two high schools, resulting in warning status removal at one school and full accreditation at the second (1995, 1998)
- Created student recognition awards programs for academic achievement and character (1998)
- Developed/taught senior seminar course on the Holocaust, Vietnam, Racism, & Prejudice (1999)
- Developed "The Wall That Heals" Vietnam Wall program, receiving Veterans Award for its creation and success (2001)
- Nominated in 2004 for Massachusetts Principal of the Year

## EDUCATION

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- Master's in Education Harvard University, Cambridge, MA  
Concentrations: The Teaching of Mathematics and Science; Teaching, Curriculum and Learning Environments; Schooling and School Leadership
- Master's in Education Salem State College, Salem, MA  
Concentration: Guidance, Psychology
- Bachelor of Science in Education, *Cum Laude* Fitchburg State College, Fitchburg, MA  
Concentration: Mathematics, Science