

# FEDERIKOE DIBRITTO, III

## OBJECTIVE:

The opportunity to share and utilize twenty-four years of experience in senior non-profit management with an organization seeking new vision and is clearly on the move. The freedom to share, utilize, provide options and ideas from a successful, proven record of executive leadership. Freedom and ability to relate with and bring together people from the business, religious, political arena and ability to cultivate vibrant and eager volunteers engaged in service to humanity. Freedom to make a vital and significant difference, in the lives of others.

## EDUCATION

**CATHOLIC AMERICAN UNIVERSITY and SEMINARY**  
of the **IMMACULATE CONCEPTION®**  
(1979 – 2004)

**Ph.D.: Doctoral Candidate**

Concentration: Ethics and Sarbanes-Oxley  
Commencement – **May 2005**

**MPA:** Master of Public Administration – **MNM:** Master of Non Profit Management (Dual Degree Program)  
Concentration: Economics & Strategic Planning Management

**M.Ed.:** Master of Education - **M.Div:** Master of Divinity (Requirement for Ordination) (Dual Degree Program)  
Concentration: Secondary Education and Divinity (Social Justice and the Disenfranchised)

**BA:** Bachelors of Arts: Social Justice

Concentration: Social Justice - Building Community Coalitions/Collaborative and Community Organizing

## EXPERIENCE

**2/1980 – 7/2004 – CARITAS / CATHOLIC CHARITIES – Latin and South American Operations**

- **CARITAS - Catholic Charities**, is an international non-profit organization that survives upon the generosity of individuals, grants, corporate partnerships and a strong collaboration between the American and international Governments.
- **CARITAS - Catholic Charities**, annual net receipts of 15 to 25 million dollars that are raised from Corporate Partnerships: (25%). Grants: (25%) Special Events: (6%) Planned Giving program: (4%) Capital Campaigns: (25%) Endowments: (15%). 75% of funding comes from the United States supported by five well placed development staff members that participate with and report to the President / Chief Executive Officer.

**1998 - 2004** - President and Chief Executive Officer – Responsibility over Latin and South American Operations

**1994 - 1998** - Sr. Vice President of Operations and Development, responsible for development of 25 million dollars

**1990 - 1994** - Senior Vice President – Management of six Regional Centers with overall development responsibility

**1986 - 1990** - Chief of Development Services – Responsible for Development 10 million dollars annually

**1983 - 1986** - Director of Major & Capital Campaign Development – Raising funds for Building(s) Clinics and Schools

**1980 - 1983** - Manager of Human and Volunteer Resources – Responsibility over Human and Volunteer Services

**1977 - 1983** – Roman Catholic Deacon – Missionary Fathers of the Holy Spirit – A Roman Catholic Religious Organization dedicated to serving the disenfranchised worldwide. Trained to become a Catholic Priest – Attending American Catholic University of the Immaculate Conception while serving the poor of Latin America as well as an employee with CARITAS Catholic Charities.

**1973 – 1977 - U.S. Marine Corps - Honorable Discharge - Vietnam Veteran**

1975 – 1977 - U.S. Marine Corps White House Presidential Ceremonial Honor Guard

Arlington National Cemetery Honor Guard – Eighth and I Marine Barracks

1974 – 1975 - U.S. Marine Corps Vietnam Refugee Classification Central Command

1973 – 1974 - U.S. Marine Corps Recruit Training and Administrative Clerk Training Center

## **PROFESSIONAL MANAGEMENT PERSONALITY AND LEADERSHIP PROFILE**

- Inspirational Leader and Manager
- Relationship and consensus builder
- Superior Bilingual Negotiator
- Long-range thinker; extreme visionary
- Fosters and promotes innovation
- Strong communicator with exceptional Interpersonal skills.
- Ability to display highly developed Political intuition.
- Uncompromising Character and Integrity
- A "roll up your sleeves" administrator.
- Accessible and approachable to all levels of the Organization
- Readily deals with conflict with professionalism / compassion
- Confident, collaborative and Inclusive
- Energetic, resilient and flexible
- Consistent in exercising good judgment
- Comfortable in dealing with high profile stakeholders
- Proven partnership builder
- Talented manager and developer of people.
- Demonstrated ability to create consensus.
- Visionary not bound by tradition.
- Inclusive and involves others in planning, decision-making and assessment activities.

## **NINE YEARS OF SENIOR EXECUTIVE MANAGEMENT EXPERIENCE**

- Overall, responsibility of maintaining a 25 million dollar in net fund development portfolio from U.S. sources.
- In addition to overseeing the day-to-day operation and activities, I had direct involvement in managing the Senior Management team of fifteen Regional Directors, twelve Department Directors and fifty-three team staff members with a compliment of four hundred vital volunteers.
- Overall responsibility for Fiscal Policy, Capital Development, Communications and Marketing, Strategic Planning, Internal Financial Management and Budget, Program Grant Development and Management, Board Development Enabler, Quarterly Programs/Systems Evaluation Team and Values/Ethical Standards Development Team.
- Able to analyze the organization, create a three-five &-ten year strategic operations and development plan and implementation of the plan successfully.
- Strong fiscal management skills utilizing manual and computerized systems.
- Quickly able to develop a credible and trusting relationship with the Board of Directors.
- Able to build cohesion through the merging of two distinct cultures (business enterprise and social services)
- Prolific bilingual motivational speaker. Ability to transact business in Spanish and English.
- Successful community involvement as a professional and a volunteer.
- Core Values: The inherent dignity of every person and respect and appreciation of cultural diversity. Cooperation between the Public and Private sector in meeting the needs of the community.
- Established and monitored ethical Best Practices in administrative standards.
- Established inter-department relationships as necessary to achieve department goals.
- Managed a high-energy management environment.

## **TWELVE YEARS OF DIRECT DEVELOPMENT MANAGEMENT EXPERIENCE**

The Corporate Development Department works as part of a 5-person development team to ensure the overall success of a 25 million dollar annual operating budget. Specifically, fundraising efforts in the areas of general operating, program, endowment and capital campaign fundraising. Overall responsibility to research potential corporate partners, planned giving, individual, foundation and governmental prospects.

- Extensive record in management in aggressively maintaining 25 million dollars from U.S. sources in annual development receipts from Individuals, Planned Giving, Direct Appeals, Grants, Endowments, Religious, Government and Public / Private Corporations.
- Qualified new prospects and developed and implemented cultivation and solicitation strategies for prospects capable of \$200,000 and above.
- Implemented a comprehensive plan for identifying, soliciting and stewarding major gift prospects and donors. Developed and implemented strategies for closing solicitations.
- Developed and managed a portfolio of major gift prospects making between 50-60 face-to-face visits per quarter for the purposes of discovery, cultivation, solicitation, and stewardship.

- Directed the recruitment, management and development of a major gifts fundraising volunteer board. Demonstrated successful experience in establishing active boards comprised of prominent corporate and community volunteers in soliciting gifts from them.
- Directed and collaborated with the other members of the development staff, including: Corporate and Foundation Relations, Prospect Research, Annual and Special Campaigns and Development Services to develop fundraising strategies, identify new prospects and plan effective solicitations.
- Demonstrated successful track record in fundraising and development of key corporate partnerships.
- Developed major donor strategies and collaborating closely with the CEO and the Finance and Development Committee of the Board of Directors to develop the organization's fundraising goals and strategies and to ensure all development programs operate according to the highest ethical standards.
- Computer skills for fundraising include: RAISER'S EDGE, ACCESS, EXCEL, WORD, POWERPOINT, Donor Perfect, Gift Maker PRO, and all Microsoft software.
- Extensive experience in Special Event Planning, Golf, Tennis, Annual Walks, Annual Gala with Silent Auction, Seminars and Symposia.

### **SIX YEARS OF HUMAN RESOURCE MANAGEMENT EXPERIENCE**

Responsible for planning, developing, and implementing human resource programs and strategy for the organization. Responsible for managing all human resource initiatives including staffing, staff development, retention and performance management. Working closely with leaders of the organization. Effectively took the lead in ensuring that the organization's values and beliefs are inculcated within the organization and that human capital issues are appropriately reflected and integrated in the decision-making process. Demonstrated the vision, leadership, and presence required to ensure that the human resources function proactively addresses the needs of this rapidly growing organization.

- Developed and implemented a competency-based human resource program that positively impacted all functions.
- Designed proactive, creative and action-oriented recruiting programs to ensure the organization's preeminence in recruiting and that the organization is recognized as an "employer of choice."
- Managed internal communication to staff members of work-related issues.
- Action Oriented. Predisposed to taking the initiative, not fearful of acting.
- Organizational agility: Knowledgeable about how organizations work. Knows how to get things done through formal channels and through informal networks. Understands and communicates the origin and reasoning behind key policies, practices, and procedures.
- Interpersonal Savvy: Relates well to all kinds of people using diplomacy and tact. Able to handle a variety of different situations and skilled at diffusing high-tension situations. Steps up to conflicts and difficult situations seeing them as opportunities to find common ground.

### **AWARDS AND RECOGNITIONS**

International Association of World Philanthropist  
Humanitarian of the Year for 2002

Latin & South American Red Cross Humanitarian 2002

UNICEF – United Nations  
Humanitarian 2001

### **VOLUNTEERS AND CIVIC MEMBERSHIPS**

Volunteer – (FEMA) Federal Emergency Management Administration National Disaster Response Team

Volunteer - HABITAT FOR HUMANITY INTL. - Project Manager - Africa – Mexico – Los Angeles

Board Member – ASIAN REHABILITATION SERVICES – Los Angeles

### **REFERENCES AND COMPENSATION INFORMATION SHALL BE PROVIDED IN CONFIDENCE**

**AVAILABILITY**  
September 2004

## **REFERENCES**

**Mr. Harrison Winslow, Ph.D.**

Chairman Emeritus of the Board of Director  
CARITAS – Catholic Charities of Latin America  
Email: Harrisonwinslow@msn.com



(The following References may be contacted at the below email address)  
**(Please review Board of Directors Recommendation)**

The below may be contacted at **CARIRTAS - Catholic Charities** by emailing the Executive Offices at:  
**Telephone Service in Mexico is not always reliable**  
011-526-332-44590  
**Email: Catholic\_Charities@yahoo.com**

**Sra. Ramona Cervantes de Rodriquez, JD. M.D.**

Character and Working Relationship Reference  
**Chairman (Elect)**

**Dr. Roberto Maria DeLa Madrid, M.D., MBA**

Character and Working Relationship Reference  
**Immediate Past Board Chairman**

**Dr. Consuelo Martinez de Luz, M.D.**

Character and Working Relationship Reference  
**Vice President and Secretary of the Board**

**Clinton Taylor, MFCC, MBA**

Character and Working Relationship Reference  
**Vice President and Treasure of the Board**

**Karl Mehlowicz, M.D.**

Character and Working Relationship Reference  
**Incoming Chairman 2005**



**Ms. Diana Martin**

Character Reference  
**Presents - Owner**  
(949) 631-2727 Ext: 17



**Dion Mendoza**

Character Reference  
**Administrator**  
505-836-0552



### **EDUCATION**

**(See Transcripts)**

American Catholic University of the Immaculate Conception  
Email address: [recordsregistrar\\_unisnsg@catholic.org](mailto:recordsregistrar_unisnsg@catholic.org)  
Email Address: [Registrar\\_ACUIC@Catholic.org](mailto:Registrar_ACUIC@Catholic.org)