

ASHLEY LOUTE

ashleydloute@gmail.com | (863) 812-9238 | <https://www.linkedin.com/in/ashley-loute/> | Lakeland, FL

PROFESSIONAL SUMMARY

To apply 10+ years of nonprofit executive leadership experience managing **\$1M+** operations, supervising cross-functional teams of 10+, and **stewarding \$10M+** in assets toward an Executive level role. Skilled in financial strategy, organizational culture, advocacy, and resource development, with a proven record of **reducing expenses over 10% annually, raising \$500K+ annually, and securing \$4M** in public funding to expand impact and sustainability.

WORK EXPERIENCE

Boys & Girls Clubs of Polk County | Mulberry, FL | October 2019 – September 2025

Vice President of Assets

- Navigated a **major organizational merger in 2019**, growing the organization from **\$1.2M to \$9M** in annual revenue within five years.
- Specialized in **turnaround leadership** by taking over underperforming departments (HR, Finance) and rebuilding them into efficient, high-performing teams.
- Overhauled HR operations, implementing new systems and leadership pipelines that **increased retention by 25%**.
- Reengineered Finance operations, instituting internal controls, modern reporting systems, and a full restructuring that **improved budget efficiency by 20%**.
- Secured **\$4M in state appropriations** and managed **\$10M+ in grants, tax credits, and campaigns** to fuel expansion and sustainability.
- **Directed \$5M renovation and \$3M new construction projects**, overseeing permitting, compliance, and community stakeholder alignment.

Director of Finance & Administration

- Directed all HR compliance, payroll, benefits administration, and risk management across a 175+ employee workforce.
- Implemented a self-insured benefits program and renegotiated vendor contracts, reducing insurance costs and **improving cash flow by 10%** annually.
- Built and deployed real-time HR and financial reporting systems, improving workforce analytics and executive decision-making.
- Oversaw leave management, FMLA compliance, and worker's compensation audits, achieving a **lower workers' comp rating** and improving compliance outcomes.
- Partnered with the Board to strengthen compensation governance and ensure alignment with strategic goals.

Director of Administration

- Led digital transformation efforts, **integrating HRIS (Paycom), Bloomerang Donor CRM, and QGiv payment processing** to streamline payroll, benefits, and donor transactions.
- Transitioned IT support to an outsourced MSP, ensuring secure, reliable systems that supported HR and finance compliance needs.
- Improved recruitment and onboarding pipelines, **reducing time-to-hire by 30%** and aligning compensation offers with market benchmarks.
- Coordinated benefits orientations, compliance reporting, and employee wellness campaigns to strengthen overall workforce experience.

Publix Supermarkets, Inc. | Lakeland, FL
Loss Prevention Specialist | 2017 – 2019

- Managed **inventory data, compliance reporting, and shrink analysis** for a multi-billion-dollar retailer, ensuring accuracy and accountability across multiple departments.
- Led **audits, internal investigations, and risk assessments**, reducing operational shrink and strengthening financial accountability.
- Conducted and **led CCTV investigations**, partnering with law enforcement to address theft, fraud, and security risks.
- Served as the **liaison between security, operations, IT, and administration**, coordinating responses to incidents and ensuring compliance with company policies and external regulations.
- Partnered with **fire and law enforcement agencies** on safety protocols, investigations, and crisis response planning.
- Strengthened organizational **loss prevention policies and internal controls**, increasing compliance and reducing risk exposure across multiple business units.

EDUCATION

- Master's in Executive Leadership**, Southeastern University April 2026
- Robert W. Woodruff Scholar, Boys & Girls Clubs of America
- Bachelor's in Humanitarian Compassion**, Southeastern University June 2024
- Deans List, 2022, 2023
 - 2x published author in the Oracle Journal

EXECUTIVE LEADERSHIP EDUCATION & OPPORTUNITIES

- LeadershipNEXT Emerging Leaders Cohort**, Boys & Girls Clubs of America 2023-2024
- Advanced Women in Leadership Certificate**, Florida Southern College 2023
- Southeast Regional Conference Committee**, Boys & Girls Clubs of America 2024-2025
- Florida Regional All-Staff Training Committee**, Boys & Girls Clubs of Florida 2025

CERTIFICATIONS

- Notary Public**, State of Florida 2028

COMMUNITY INVOLVEMENT

- **Lakeland South Rotary Club**
 - Board of Directors, Public Relations Chair
- **Sheriff's Office Advisory Council**
- **Lakeland Chamber of Commerce**
 - Chamber Ambassador, Advocacy Committee Member
- **United Way of Central Florida**
 - Directors Council, Young Leaders Society
- **Leadership Lakeland Class XLI**
- **Junior League of Greater Lakeland**
 - SPAC (Advocacy Committee), Funding Committee