

Rebecca L. Tolman

Leadership NH Class of 2025

Experienced Executive Leader | Strategic Change Agent | Nonprofit & Financial Management Expert

Accomplished and resilient nonprofit executive with over 20 years of progressive leadership experience. Proven success leading a \$30M organization through the COVID-19 pandemic, major workforce disruptions, and system-wide change initiatives. Expertise in strategic planning, contract negotiation, conflict resolution, and budget management, including implementation of significant budget reductions and reductions in force. Adept at guiding cross-functional teams, strengthening community partnerships, and aligning mission-driven work with long-term financial sustainability.

Contact Information

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Location: New Hampshire

Education**University of Massachusetts – Boston**

Graduate Certificate in Gerontology (2025)

Cornell University

Professional Certification in Diversity, Equity & Inclusion (2023)

Florida State University

Professional Certification in the Fundamentals of Neurodiversity (2023)

New England College

Master of Business Administration & Nonprofit Leadership Graduate Certificate (2018)

Keene State College

Bachelor of Science, Business Management (Accounting Concentration) (1995)

Professional Experience**University of Massachusetts - Boston****Graduate Program Director & Lecturer**

Management of Aging Services (September 2025 - Current)

Lakes Region Community Services | Laconia, NH

President & CEO (October 2016 – September 2025)

- Lead a \$30M nonprofit organization with 400 employees and 100 private contractors.
- Oversee community-based social services for infants, children, families, and elders.
- Develop and implement strategic policies, fiscal management, and risk oversight.
- Collaborate with the Board of Directors on organizational growth and legislative advocacy.

Director of Finance (April 2007 – October 2016)

- Managed financial operations for a \$30M nonprofit, overseeing budgeting and compliance.
- Negotiated funding with NH Department of Health & Human Services (NHDHHS).
- Directed IT infrastructure overhaul, risk management, and HR compensation planning.
- Led a \$2.5M capital campaign and strengthened financial-operational collaboration.

Wilcom | Laconia, NH

Controller (August 2000 – April 2007)

- Managed accounting, sales, HR, and facilities for a telecommunications manufacturer.
- Negotiated government contracts, secured GSA Schedule Award, and maintained compliance.
- Led company-wide technology upgrades and sales department restructuring.

Freudenberg-NOK General Partnership | Bristol, NH

Hyperion Administrator (July 2000 – August 2000)

Assistant Hyperion Administrator (January 1999 – July 2000)

Assistant Treasury Manager (October 1997 – January 1999)

- Compiled and analyzed financial data for international reporting.
- Managed treasury operations, cash flow, risk management, and inter-company finances.

Skills & Certifications

- Mental Health First Responder
 - Justice of the Peace, State of New Hampshire
 - Leadership Lakes Region Class of 2008 Graduate
 - Proficient in Microsoft Office, Dynamics, Solomon, QAD, Hyperion
 - Payroll Systems: Paylocity, ADP, Harper's Payroll
 - Business Process Kaizen, LEAN
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Board Leadership & Community Involvement

- Immediate Past President, Community Services Network Inc. (2017 – Present)
 - Director & Corporator, Franklin Savings Bank
 - President, Sigma One Manufacturer's Workers' Compensation Trust (2010 – Present)
 - Board Member, Leadership Lakes Region (2022 – Present)
 - Board Member, Greater Laconia Transit Agency (2016 – Present)
 - Board Member, Genera Corporation (2016 – Present)
 - Vice President, Community Health Services Network (2016 – 2020)
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Additional Volunteer Experience

- Moultonborough School District Committees (2016 – 2019)
 - Grace Capital Church – Children's Ministry Volunteer (2015 – 2017)
 - Cub Scout Pack 369 – Leadership Roles (2005 – 2015)
 - Moultonborough United Methodist Church – Teacher & Coordinator (2005 – 2015)
 - Town of Moultonborough – Recreation Advisory Board Chair (2008 – 2010)
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