

11/11 – 08/13: **President and COO**
Damar Service, Inc.
Indianapolis, Indiana

10/03 – Present: **Founder, Chairperson and Faculty Member**
Indiana Association of Juvenile Sexual Offender Practitioners
IN-AJSOP
Indianapolis, Indiana

7/10 – Present: **Founder, Author, Researcher – Integrated Services of Indiana**
Damar Services, Inc.
Indianapolis, Indiana

09/02 – 11/11 **Senior Vice President and Chief Operating Officer**
Damar Services, Inc.
Indianapolis, Indiana

10/00 – Present: **Private Consultant/Psychologist**
Dalton and Associates, LLC
Indianapolis, Indiana

11/99 – 09/02: **Director of Behavioral Care Services**
Community Hospitals and Indianapolis
Chief Operating Officer
Lutheran Child and Family Services
Indianapolis, Indiana

10/98 – 09/02: **Child Psychologist**
Indianapolis Psychiatric Associates
Methodist Medical Group/Clarian Health Partners
Indianapolis, Indiana

10/98 – 09/00: **Special Education Consultant**
Indianapolis Public School/Intecare, Inc.
Indianapolis, Indiana

9/97 - 10/98: **Clinical Psychologist**
Children’s Hospital and Children’s Hospital Guidance Centers
Columbus, Ohio

9/97-10/98: **Adjunct Clinical Faculty – Post Doctoral Fellow**
The Ohio State University School of Medicine
Department of Pediatrics
Columbus, Ohio

- 9/96 - 8/97:** **Clinical Psychology Intern**
Children's Hospital and Children's Hospital Guidance Centers
in Affiliation with the Ohio State University Department of
Pediatrics
Columbus, Ohio
- 1992 - 1996** **Clinical Supervisor/Program Director**
Bellewood Residential Treatment Services
Louisville, Kentucky
- 1995 - 1996** **Child Development Specialist**
Private Practice
Larry F. Freudenberger, Psy.D., NCSP
Louisville, Kentucky
- 1990 - 1992** **Diagnostic/Assessment Counselor**
Jefferson County Public Schools Regional Assessment Center
Louisville, Kentucky

TEACHING EXPERIENCE

- 2003 – Present:** **Faculty – IN-AJSOP**
Indiana's Initiative to Advance the Treatment of Sexually Abusive
Youth
- 2009 – Present:** **SAMHSA – Substance Abuse Mental Health Services**
Administration – Federal Government
Building Bridges Initiative/Project
National Faculty
- 2001 – 2002:** **Guest Lecturer, The Arthur B. Richter Conference in Child**
Psychiatry, Indiana University School of Medicine
Indianapolis, Indiana
- 1997 - 1998:** **Adjunct Clinical Faculty, The Ohio State University School**
of Medicine, Department of Pediatrics
Columbus, Ohio
- 1993 – 1996:** **Assistant Instructor, Spalding University**
Louisville, Kentucky
- 1994 – 1995:** **Faculty, Kentucky School for Alcohol and Drug Studies**
Northern Kentucky University

Recent Boards/Appointments

- 3/03 – Present:** **IN-AJSOP – Founder and Chairman**
Indiana’s Initiative to Advance the Treatment of Sexually Abusive Youth
- 08/13 – Present:** **Damar Services, Inc.**
Board Member
- 12/18 – Present:** **Damar Support Services, LLC**
President/Board Member
- 04/12 – Present:** **Damar Specialized Services, LLC**
President/Board Member
- 04/13 – Present:** **Damar Transportation, LLC**
President/Board Member
- 05/10 – 08/12:** **Fall Creek Little League – Board Member**
Lawrence, Indiana
- 11/09 – 11/11:** **IARCCA – Board Member**
Indiana Association of Residential and Child Caring Agencies
- 2005 - 2006** **Governor’s Commission on Abused and Neglected Children**
Psychologist Appointed by the Indiana Governor

Recent Publications

Dalton, Jim; Knapp, Angel & Lyons, Denise (2020). Best Practice Family Engagement Practices. *Residential interventions for children, adolescents and families: A best practice guide – Volume 2*. New York, NY: Routledge.

Dalton, Jim (2018). *The Motivating Needs Index – Advances in Reducing Delinquency and Recidivism Status for Youth in the Juvenile Justice System*. In Press.

Dalton, Jim (2018). *Integrated Services – Best Clinical and Fiscal Practices for Youth and Families with Extensive Psychiatric/Behavioral Needs*. In Press.

Holstead, J. & Dalton, J. (2014). Cognitive behavioral therapy for children with developmental disabilities. In M. Myers (Eds.), *Cognitive behavioral therapy: New research* (pp. 68 – 89). Nova Science Publishers.

Dalton, J. (2014). Creating organizational culture change. In G. Blau, B. Caldwell, & R. E. Lieberman (Eds.), *Residential interventions for children, adolescents and families: A best practice guide* (pp. 170-181). New York, NY: Routledge.

Holstead, J. & Dalton, J. (2013). Utilization of trauma-focused cognitive behavioral therapy (TF-CBT) for children with cognitive disabilities. Journal of Public Child Welfare, 7, 536-548.

Holstead, J., Dalton, J., Horne, A. & Lamond, D. (2010). Modernizing residential treatment centers for children and youth – an informed approach to improve long-term outcomes: The Damar Pilot. Child Welfare, 89 (2), 115-129.

Dalton, J., Holstead, J., Lamond, D., Horn, A. & Crick, R (2010). Restraint reduction in children’s residential facilities: Implementation at Damar Services. Residential Treatment for Children and Youth, 27, 1-13.

SPECIFIC AREAS OF CLINICAL EXPERTISE/SPECIALIZATION

- Developmental Disabilities
- Delinquency Risk Evaluation and Treatment
- Sexually Abusive Behaviors in Youth
- Alternative Educational Opportunities for Children with Disabilities
- Evaluation and Treatment of Children with Autism
- Alternatives to Residential Treatment for Children;
- Community-Based Residential/Educational Treatment
- Leadership Transformation towards Implementing Practices Consistent with Sustained Positive Outcomes
- Supporting Clinical and Direct-Care Staff in Gaining Skills to Work Successfully with Families in their Homes and Communities

Complete Research and Professional Presentation Information Available Upon Request

JENNIFER MAGGARD

CONTACT

317-502-6572

jennifermaggard@comcast.net

PROFILE

Motivated Chief Operating Officer with 21 years of Residential Treatment Facility experience. Recognized for assessing operational needs and developing solutions to save costs, improve revenues, and drive stakeholder satisfaction. Resourceful and well-organized with excellent leadership and team building record.

SKILLS

- CUSTOMER SERVICE
- LEADERSHIP
- QUALITY ASSURANCE
- TEAM COLLABORATING
- PROCESS MONITORING
- STRATEGY DEVELOPMENT
- PROGRAM DEVELOPMENT
- QUICK LEARNER
- CLIENT-FOCUSED
- CLINICAL MANAGEMENT
- REVENUE GENERATION

EXPERIENCE

Chief Operating Officer May 2017 to Current
Damar Services Inc.

- Cultivated and maintained strong industry relationships and customer partnerships to capitalize on opportunities and maximize business success
- Transformed departmental operations through aggressive process overhaul and attention to quality
- Collaborated with staff to maximize stakeholder satisfaction, streamline procedures and improve bottom-line profitability

Vice President

Damar Services, Inc April 2015 to May 2017

- Ensures implementation, coordination, monitoring, documentation, evaluation, billing and revision of clinical services
- Supervises and develops standards for treatment progress (including baseline data) for each clinical specialty/service area
- Responsible for the administrative supervision of staff, including psychologists, social workers, mental health counselors and behavior management professionals

EDUCATION

Master of Social Work

Indiana University-Purdue University
2001 Indianapolis, IN

Bachelor of Arts

Indiana University-Purdue University

Psychology 1998

Licensed Clinical Social Worker

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Director of Outpatient Services

Damar Services, Inc

March 2007 to April 2015

- Directing the development, implementation and evaluation of outpatient clinical treatment services
 - Responsible for appropriate growth of the department and the evaluation of new business opportunities for outpatient services
 - Administratively supervises and oversees all functions and employees in the outpatient service line
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Behavior Specialist/Mental Health Therapist

Damar Services, Inc

June 2003 to March 2007

- Develop and monitor Positive Behavioral Supports (PBS)/Treatment plans
 - Conduct individual, group, and family sessions
 - Utilize Plans of Care, Notices of Action, CETA, and Waiver funds
-

Associate Director of Group Living

Damar Services, Inc

May 2002 to June 2003

- Overall supervision and responsibility of four ICF/MR Group Homes
- Maintaining program budget, as well as individual home budget
- Promote and enhance independence and community integration for clients

OCTAVIUS T. MOLTON

moltonot@yahoo.com

317-809-1619

Business Leader focused on streamlining operations & improving profits

Finance Leader with over 20 years of experience in progressive accounting/finance roles with public and private companies serving at the corporate headquarters, and business unit headquarters

◆ Financial Analysis & Reporting ◆ Budgeting & Forecasting ◆ Strategy & Planning ◆ Process Improvement ◆ Expense Control ◆ Project Leadership ◆ Staff Development ◆ KPI's/Metrics ◆ Advanced systems & analytical abilities ◆ Information Systems

PROFESSIONAL EXPERIENCE

Damar Services Inc., Indianapolis, IN

Chief Financial Officer: July 2021 – Present

Franciscan Alliance, Beech Grove, IN

Finance Director: July 2018 – June 2021

- ◆ Oversee budget process and cost allocation to facilities
- ◆ Partner with PMO on project governance and financials
- ◆ Oversee monthly financial analysis
- ◆ Quarterly forecasts and future year projections
- ◆ Manage staff responsible for financial close process, financial statement preparation, and account reconciliations
- ◆ Partner with Operations to drive visibility, ownership, and improved accountability around financial resources
- ◆ Liaison and voice for FAIS to Corporate Office and all other facilities

Additional responsibilities: November 2019 – Present

- ◆ Management of day to day Financial & People Application IT functions and implementing new ERP; Management IT Contracts function; Management of Business Support Staff

Hendricks Regional Health, 1000 E Main St. Danville, IN 46122

Senior Manager of Finance & Accounting: January 2017 – February 2018

- ◆ Direct the general accounting operations including all general ledger functions, month end close, financial reporting, accounts payable, cash posting, reconciliations, and variance analytics
- ◆ Establish and maintain efficient workflows by providing appropriate staff education, cross training, automation and streamlining of processes
- ◆ Forecast and manage cash for operations and capital purchases
- ◆ Manage budgets by department for all areas and locations

Accomplishment: Management of Finance function design and implementation of new ERP system

Ascension, 4040 Vincennes Circle, Indianapolis, IN 46268

Shared Services General Accounting Manager: August 2015 – January 2017

- ◆ Provide leadership and group direction for a team of approximately 30 accountants
- ◆ Analyze workload trends
- ◆ Manage month end close for deployed Health Ministries
- ◆ Manage facility on-boarding activities
- ◆ Manage reconciliation tool company wide and train business units on use and best practices

Accomplishment: Successful deployment of Blackline with use by over 90% of Health Ministries in designated timeframe.

Stanley Black & Decker, 9998 Crosspoint Blvd, Indianapolis, IN March 2012 – Aug 2015

Shared Services Accounting Team Lead : March 2012 – August 2015

- ◆ Manage month end closing with team of 6 accountants for \$650M North America business unit with measurable gained efficiencies such as reduced manual journal entries and consolidation of like reconciliations; without sacrificing completeness, timeliness and accuracy
- ◆ Successfully integrated acquired business into Shared Services Center without addition of resources
- ◆ Accounting representative on various cross functional projects due to strong reputation as leader and/or team member as necessary
- ◆ Ownership of G&A analysis while always being challenged to think creatively and maintain or reduce indirect spend

Accomplishment: *Reduced close process time by 33%, allowing analysis to be performed earlier and more effectively*

Stericycle, Inc., 6026 Lakeside Blvd, Indianapolis, IN

Accounting Manager: September 2010 – February 2012

- ◆ Month-end closing activities ranging from management reporting, JE posting, Ad hoc reporting, accruals for multiple divisions
- ◆ Responsible for acquisition and project tracking tasks related to financial due diligence; integration of accounting systems and processes; and creation/documentation of new policies
- ◆ Preparation of business unit annual budget and quarterly forecasts & analysis to report to corporate headquarters

Accomplishment: *Successfully integrated acquired companies into financial models and accounting systems*

ExactTarget, 20 North Meridian Street, Indianapolis, IN November 2007 – September 2010

General Ledger Manager: June 2009 – September 2010

- ◆ Manage US AP staff and International AP function to ensure positive relationship with vendors and internal sales team through prompt error resolution and processing time

Senior Accounting Supervisor: January 2009 – June 2009

- ◆ Direction and responsibility for Accounts Payable function and maintenance of Fixed Assets system and accounting

Financial Analyst: November 2007 – January 2009

- ◆ Development of month end reports with focus on financial performance and results analysis viewed as relevant to executive management team

Accomplishments: *Develop financial statements in Oracle after system conversion & designed employee reimbursement expense template via Oracle iExpense.*

First Indiana Bank, N.A., 135 North Pennsylvania St., Indianapolis, IN August 2001 – November 2007

- ◆ Supervise staff accountant and oversee quarterly and annual SEC and Regulatory reporting

Crowe, Chizek and Company LLP, Indianapolis, Indiana September 2000 – August 2001

- ◆ Plan engagements, conduct fieldwork, and client contact in the Financial Institutions Group.

SOFTWARE EXPERIENCE

Workday BlackLine SAP Oracle Essbase/Smartview FAS Excel
PeopleSoft Axiom/Kaufmann Hall Hyperion Financial Data Management (FDM)

EDUCATION

Indiana Wesleyan University, Marion, Indiana August 2005

Master of Business Administration

Ball State University, Muncie, Indiana July 2000

Bachelor of Science in Accounting with Computer Applications Minor

Jenny Peters-Reece

Indianapolis, IN | 812.239.0447 | jennypetersreece@gmail.com | <https://www.linkedin.com/in/jennypeters1/>

NONPROFIT C-LEVEL EXECUTIVE

Lead with courage and purpose. Trust the team. Own the experience. Move the audience, move the needle.

Nonprofit Executive who leverages over 20 years of expert oversight to deliver value to organizations through building and leading visionary, creative, results-oriented teams in a variety of environments and industries. Empowering and personable leader who executes with urgency translating strategic vision into actionable organization-wide initiatives. Influential decision maker utilizing exceptional communications and interpersonal skills to cultivate and manage working relationships with stakeholders at all levels in highly matrixed environments. Solutions-focused partner who thrives on tough challenges. Exceptional financial, business and HR acumen.

Pivotal Strengths

- | | |
|---|--|
| <ul style="list-style-type: none">• Strategic Planning & Implementation• Board Relations• Recruitment & Retention Engagement• Fundraising• Nonprofit Marketing Communications | <ul style="list-style-type: none">• Crisis Management Change Management• Partnership Development Contract Negotiation• Budgeting Forecasting Cost Management• Mergers & Acquisitions Due Diligence• Media & Community Relations Storytelling |
|---|--|

Professional Experience

CHIEF STRATEGY OFFICER

Damar Services, Inc. | Indianapolis, IN | February 2016 – Present

As an officer of the company and C-suite executive team member, work directly with the CEO and Board of Directors to develop, communicate, execute and sustain corporate strategic initiatives that advance the mission of Damar Services, Inc., including authoring and implementing organization strategic plan. Assist in oversight of administrative and operational functions of \$88 million organization. Identify growth opportunities for organization that align with community needs; develop and maintain budgets; cultivate community partnerships; negotiate paid media and unpaid media opportunities and create unique ways for individuals to learn about Damar's life-changing mission in support of the 1,500 clients and families served daily.

Key Contributions:

- **Client & Community Support:** Chief spokesperson, brand architect and author of all communications strategies for Damar family of brands helping organization grow from \$50 mm to \$88 mm over 5 years.
 - Initiated rebrand and streamlined communications channels and fundraising processes resulting in 80% increase in website visitors, increased social audience of 56% and increased new donors by 87%.
 - Negotiated key spokesperson and partnership agreements with community amplifiers (Indianapolis Colts, Indiana Pacers, IU), set a Guinness World Record™ and had a client featured on HBO's *Night of Too Many Stars*.
 - Launched a campus renovation, including construction of an Independent Living Center, children's crisis center, nursing facility and adult living community all designed with trauma-informed care principles.
- **Board Engagement:** Key strategist who works with the Board on setting vision and translating it to actionable steps for management. Currently developing a seven-year, long-term plan for multi-state expansion.
 - Introduced Key Performance Indicators (KPIs) into board reporting to streamline meetings.

- Executive sponsor of Board's Capacity Building Taskforce, which spent a year developing the plan for rapid growth and published it in a Values Proposition Statement for Damar.
- Author and administrator of organization's strategic plan, as well as all business-related RFPs.
- **Fundraising:** Creative fundraiser who increased the number of new donors 87% over two years through development of new events and alternative means to attract new demographics.
 - Oversaw successful development and public launch of \$21 million capital campaign.
 - Responding to two separate drowning tragedies, created *Indy Bands Together* a fundraising initiative with first responders raising money for tracking bracelets for people with autism and Alzheimer's disease. To date, over \$150,000 has been raised for and donated back to the community.
 - Author all direct mail asks and stewardship pieces.
 - Manage a list of key partners, funders, and donors to the organization.
- **Employee Experience:** Passionate leader who values diversity and believes promoting creativity leads to innovation.
 - Led executive search to fill this critical vacancy, while supporting or managing talent acquisitions, learning & development, and HR teams.
 - COVID-19 crisis team leader, creating compliant and people-focused policies on the fly, pivoting constantly to keep staff & clients safe and communicating with transparency. Current COVID-19 infection rate remains below 15% for the 1,000+ workforce.
 - Improved internal communications by 40% through piloting of employee engagement app.
 - Managed workers compensation claims, HRIS system integration and learning & development platform changes among others to better serve staff and improve audit results.

VICE PRESIDENT, DIRECTOR OF COMMUNICATIONS & MARKETING

City Financial Corporation | Indianapolis, IN | July 2011 – February 2016

Chief communications and marketing strategist for City Financial Corporation and its 4 wholly owned subsidiaries. Managed an in-house agency with 2 direct reports; advised on and created communications and marketing tools for 10 distinct divisions and over 130 salespeople, including developing sales literature, digital and social media, 5 websites and various e-channels, paid advertising, public and media relations. Member of senior management team, leader of crisis management team and company spokesperson. Analyzed trends, identified growth opportunities for company, developed budgets, created realistic tracking tools to benchmark success and ensured activities aligned with mission, vision and values of the subsidiaries and their distinct clients.

Key Contributions:

- Co-founded company's first Diversity & Inclusion Committee.
- Facilitated consortium/round table of marketing experts in the financial industry for SIFMA (Securities Industry and Financial Markets Association) in New York. Panelist/Speaker at a national social media seminar in San Francisco on the importance of listening tools and integrating social media into corporate communications.
- Finalist for 2014 College Mentors for Kids Inspire Awards recognizing mentoring and leadership in the workplace.

VICE PRESIDENT, DIRECTOR OF MARKETING

Old National Bancorp | Indianapolis, IN | January 2006 – July 2011

Generated increased awareness, client base, and revenue within the client sector that was migrating toward online service and away from traditional brick-and-mortar banking; led 7 direct reports and co-led the 28-member marketing department; solely accountable for a \$1.2 million budget. Connected clients to the bank by utilizing innovative marketing strategies while employing the discipline of strategic marketing planning and financial acumen for the practice of community and brand building. Facilitated a stable image by serving as

community marketing liaison during all merger and acquisition (M&A) activity. Delivered \$100,000 in savings over a 3-month period without diminishing market share. Improved internal client satisfaction by 40% within first year in Director of Marketing role. Twice chosen to mentor rising stars in the company.

CAMPAIGN DIRECTOR

United Way | Terre Haute, IN | January 2005 – January 2006

Facilitated a very successful annual campaign by utilizing innovative communication, marketing, and events while project managing the entire life cycle, from initial conceptualization and strategy development to execution and completion.

ASSOCIATE DIRECTOR OF NATIONWIDE MARKETING & PUBLIC RELATIONS

Sisters of Providence of Saint Mary-of-the-Woods | Terre Haute, IN | January 2001 – January 2005

Provided a critical re-branding by identifying existing public image through conducting national research and analysis and establishing and executing numerous initiatives that successfully aligned image with a positive and realistic perception. Served as the voice of the Congregation at national conferences and conventions. Ensured smooth administrative operations by directing the activities of the administrative staff, creating and administering budgets, and meeting any established deadlines.

DIRECTOR OF MARKETING

Indiana State University Federal Credit Union | Terre Haute, IN | 1999-2001

Consistently grew the organization by performing all aspects of marketing from defining marketing strategy to media management to event execution. Contributed to the organization's overall success by participating in company strategy development and leadership.

Education, Professional & Community Affiliations

MARIAN UNIVERSITY, Indianapolis, Indiana

Doctor of Education in Organizational Leadership | Anticipated Graduation May 2024

INDIANA UNIVERSITY, Bloomington, Indiana

Master of Science in Adult & Continuing Education | Minor in Communications

(Magna Cum Laude)

INDIANA STATE UNIVERSITY, Terre Haute, Indiana

Bachelor of Science in Public Relations/Speech Communications, Minor in Business Administration

(Magna Cum Laude)

Professional Development & Community Leadership

- Member, Public Relations Society of America
- Leader, Professional Women's Small Group & Bible Study
- Volunteer, Traders Point Christian Church
- Past-President, Catholic Charities of Indianapolis, Indiana
- 10+ year coach and volunteer Carmel Dad's Club, Carmel, Indiana

Yolanda Means
2080 Woodcock Drive Avon, IN 46123

meansyolanda@gmail.com
317-374-1970

Employment History

Chief Human Resource Officer | Damar Services, Inc. | August 2020 - Present

Directs all aspects of Damar's Human Resources Operations, Talent Acquisition, and Benefits departments. Provides direct support and leadership in HR for all of Damar's related organizations, including all Damar's existing subsidiaries. Areas of oversight include employee relations, benefits, recruitment, development, training, HR-related licensing compliance, compensation, EEO management, worker's compensation, unemployment compensation, policy review and development, strategic planning, training, and quality for the organization. Strategic planning and collaboration with the CEO and other executives. Financial management of human resources related expenses related to strategies, recruitment, hiring, turnover, etc.

Flynn Restaurant Group; Apple American Group | September 1996 - July 2020

Flynn Restaurant Group, the largest restaurant franchise company in the United States, with over 73,000 employees and over \$4 billion annual sales. Apple American Group is the largest subsidiary of Flynn Restaurant Group and the largest Applebee's franchisee.

Director, Human Resources | January 2019 - July 2020

- At Apple American Group, 460 restaurants and over 26,000 employees were within my scope of responsibility. Under my supervision were 15 Regional HR Managers across 26 U.S. states.
- Role was to protect and strengthen the brand through a multi-faceted approach to employee engagement, risk management, and project management while monitoring operational practices that affect initiatives such as employee retention, training, satisfaction, succession planning, etc.
- Worked directly with other franchise leaders in multiple disciplines such as IT, Payroll, Risk, Legal, Executives, and Regional Leaders to direct people-related projects from inception to execution.

Human Resources Business Partner | September 2013 - December 2018

Human Resources Generalist | July 2007 – September 2013

- Managed all essential HR related functions for 30 Central Indiana Applebee's restaurants
- Oversaw all risk management and legal compliance standards including, but not limited to, recruiting, hiring, terminating, monitoring wage and hour protocols, and training
- Built relationships and manage employee relations at every level from associate staff to senior leaders
- Designed and implemented systems, changes, and business plans; partnering with senior leadership to meet company goals
- Worked with leaders both locally and nationally
- Designed performance management tools
- Objectively analyzed challenges, implemented plans for correction, lead teams towards win-win solutions

Restaurant Operator | November 1999 - July 2007

- General Manager, January 2002 – July 2007
- Assistant Manager, November 1999 – January 2002

Education

Indiana University, Bloomington, Indiana
Bachelor of Arts (B.A.), Social Work

SHAWN M. COLLINSWORTH, CFRE

12716 OLD STONE DRIVE ✉ INDIANAPOLIS, IN 46236 ✉ (317) 407-2545 ✉ SCOLLIE76@GMAIL.COM

EDUCATION

INDIANA STATE UNIVERSITY

Terre Haute, Indiana

MASTER OF SCIENCE Higher Education/College Student Personnel

BACHELOR OF SCIENCE Criminology

WORK EXPERIENCE

DAMAR SERVICES

Indianapolis, Indiana

PRESIDENT, FOUNDATION (2021 – PRESENT)

- Responsible for coordination, supervision, planning and implementation of Foundation's development program.
- Lead and build organization's major gift management.
- Plan, develop, and implement the planned giving program and oversee the annual fund-raising activities.
- Create and foster constituent relations with the goal of activating and building support.

VICE PRESIDENT, MAJOR GIFTS (2019 – 2021)

- Worked collaboratively with Foundation President to identify top major gift and annual fund prospects from outside Damar's network.
- Cultivated, solicited, and engaged donors.
- Assisted in developing campaign stewardship and growth strategies.
- Conducted and analyzed current & prospective donor research.
- Helped secure funding from private and corporate philanthropy.
- Supported relationships with various organizational stakeholders.
- Managed a portfolio of over 90 campaign prospects.
- Collaborated with Executive Leadership Team to advance Damar's mission.

THE ADVANCEMENT CENTER FOR WASHINGTON TOWNSHIP SCHOOLS & NORTH CENTRAL ALUMNI

Indianapolis, Indiana

PRESIDENT & CEO (2015 – 2019)

- Chief Executive Officer for one of Indiana's largest 501(c)3 K-12 public school foundations.
- Developed organizational strategic initiatives to meet annual benchmarks and goals of the Board of Directors.
- Managed all Annual Fund giving programs and major donor relationships.
- Established a cultivation and fundraising plan that increased the Annual Fund by 41%.
- Managed organization's financial forecasting, reporting and budget oversight.
- Identified, cultivated, and solicited stakeholders daily to grow support and endow programs.

- Worked and collaborated with 27-person board of directors.
- Created communications plan, branding initiatives and messaging for the merger between Washington Townships Schools Alumni Association and Educational Foundation.
- Honored as a “2017 & 2018 Top Public School Foundation in the Country” by Caruthers Institute.

PHI KAPPA PSI NATIONAL FRATERNITY INC.

Indianapolis, Indiana

EXECUTIVE DIRECTOR (2001 – 2015)

- Chief Executive Officer for a national 75,000 member 501(c)7 nonprofit organization.
- Successfully led the organization to the largest growth in its 163-year history by doubling the total membership by implementing new growth strategy, involving cultivation of new locations across North America and creation of a multi-year strategic plan.
- Managed stakeholder relationships with North American institutions dealing with loss prevention and university recognition.
- Provided performance coaching to 16 staff members and served as chief problem solver regarding loss prevention and client service issues.
- Worked with insurance brokers and attorneys on issues of trademark protection, contracts, copyright infringement and purchase of insurance policies.
- Managed and facilitated the organization’s 4-million-dollar annual budget.
- Traveled weekly across North America to meet with alumni, undergraduates and donors as the ambassador of the organization.
- Edited the organization’s quarterly magazine, *The Shield*.

HONORS/AWARDS

2021	Certified Fundraising Executive (CFRE) Certification
2020	Phi Kappa Psi National Fraternity, Medal of Honor Recipient
2014 – 2015	President, Fraternity Executives Association
2010 – 2015	Fraternity Executives Association Board of Directors

PROFESSIONAL ASSOCIATION MEMBERSHIPS

2019 – PRESENT	Association of Fundraising Professionals
2015 – 2019	Indiana Association of Public Education Foundations
2001 – 2015	American Society of Association Executives
2001 – 2015	Indiana Society of Association Executives
1998 – 2015	Fraternity Executives Association

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