

## **Executive profile**

Deep hands-on, mission-driven, servant leadership experience. Talent for leading the process of growth and transformation. Skilled in writing, public speaking, and marketing. Expert in consensus building, staff inclusion, diversity, and linking strategy and finance. Excels at board and volunteer development, public representation, and communications. Expert in developing, deploying, and optimizing strategic initiatives to achieve organizational objectives. Unwavering integrity and work ethic. Union negotiating experience in budget of \$5.2 million.

## **Experience**

**King Consulting, Principal Consultant** 2012 – present  
Interim leadership and consulting for nonprofit organizations, boards and executives. Executive coaching. Servant leadership. Policies and procedures. Board development and governance. Strategic planning. Emergency management. Fundraising. Marketing. Communications. Change management and transitions. Succession planning. Fiscal management. Budget development. Operations. Membership and volunteer development. Public speaking. Innovation. Continuous improvement. Advocacy. Community engagement. Program development.

**The Christine Center, President and Executive Director** 2017 – 2019  
Managed a budget of \$1.2 million and directed staff of 25. Provided leadership to this nonprofit interfaith spirituality center. Authored first balanced budget, increased service capacity, created online learning, enhanced staff cohesion, expanded and diversified advertising, and created a public voice and persona. Led transition from volunteer to professional leadership, fund development, marketing, strategic planning, policy review for regulatory compliance, bylaws review.

**Family Service Madison, Executive Director** 2015 – 2017  
Managed a budget of \$3.5 million and directed staff of 65. Provided leadership and oversight to a community-based, nonprofit mental health clinic. Achieved record level diversity on board of directors and management team, and record levels of donations. Created three new programs.

**Madison Area Rehabilitation Center, President and Executive Director** 2012 – 2015  
Provided leadership to a nonprofit organization with a budget of \$5 million, involving six locations serving adults with developmental disabilities. Expanded service area and established business with managed care organizations. Creation of greater awareness through television, newsletter, marketing materials, commercial print exposure, website, and social media. Creation of new budgeting, tracking and projecting tools. Supervised a staff of 120.

**Wisconsin Homecare Organization, President and Executive Director** 1995 – 2012  
Rescued association on verge of bankruptcy (reducing expenditures by 23% and increasing net assets by 38% in first year alone), propelling association to record-level membership, eliminating all debt, and restoring fiscal reserves. Served as a registered lobbyist. Created online continuing education and virtual office. Developed investment policy and employee handbook.

## **Education**

MBA, LaSalle University  
BS in Journalism, San Diego State University

## **Professional development**

Graduate, Institute for Organization Management (University of Delaware)  
Certified Association Executive (American Society of Association Executives)  
Certified Medical Editor (American Medical Writers Association)  
Coursework completed, FEMA Emergency Management Institute

## **Selected publications**

Huffington Post and *Madison Capital Times*, columnist (2016-2018)  
Author of four books.  
*A Physician's Guide to Wisconsin Health Law*, editor, Vol. I & II, SMS Wisconsin  
*A Practical Guide to Public Relations*, editor, SMS Wisconsin  
“Knowing where you’re going changes the journey” *Caring Magazine*, NAHC

## **Leadership**

Verona Area Board of Education, elected office (deputy clerk)  
Wingra Office Park Condominium Association (president)  
Alliance for Strong Families and Communities Senior Leadership APEX Group (member)  
Dane County Developmental Disability Coalition (Scholarship Committee member)  
Council of State Home Care Associations (board vice chair)  
Wisconsin Association for Caregiver Excellence (founding board member)  
Madison South Rotary Club (Outstanding Student Selection Committee)  
National Association for Home Care (Nominating Committee)  
Council for Wisconsin Writers, Inc. (president, treasurer)  
“Summer of the Writer” faculty, University of Wisconsin Extension Program  
MetaStar Home Health Advisory Group and Adult Immunization Coalition  
National Coalition for Volunteer Protection  
YMCA of Dane County (youth fishing instructor)  
Wisconsin Rural Health Coalition and Wisconsin Rural Medical Center Advisory Committee  
Key Communicators Group, Verona Area School District  
Verona Little League Board of Directors  
*Medical Executive*, *Rosebud*, and *Medical Executive*: editorial board member

## **Appointments**

Wisconsin Department of Health and Family Services Council on Home Health  
Wisconsin Department of Health and Family Services Council on Long-term Care  
Wisconsin Department of Health and Family Services Council on Public Health  
Wisconsin Department of Health and Family Services Council on SSI Medicaid Managed Care  
Wisconsin Department of Workforce Development Select Committee on Health Care  
Wisconsin Rural Medical Center Advisory Committee