

Justin Daniel Karmann

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Proven leader experienced at coordinating structural and organizational changes by way of collaboration, adaptation, and teamwork. Detailed planning, forecasting, and anticipating challenges continually provide success in implementing and managing projects and initiatives of all sizes and priorities. Over ten years within director roles, professional achievements have included extensive strategic planning and implementation, project management, revenue growth and sustainability, operational management, communications, significant fund development, organic pipeline of leadership for board of directors, and social activism. Additional volunteer management and interpersonal skills have created positive environments to enact meaningful, sustainable change.

PROFESSIONAL EXPERIENCE

Executive Director of Development

New Jersey Psychological Association Foundation
Livingston, NJ
December 2021— December 2022

- Established fundraising campaigns and targeted appeals to expand major donor base.
- Utilized CRM database to expand Foundation's donor base and alternative revenue sources while establishing income trajectory for next five years.
- Pipeline managed Foundation's Give/Get
- Event planned various annual fundraising events.
- Diversified endowment funding and established viable budgetary procedures.
- Strategic planned Moves Management for scaling up fund development.
- Overhauled communications and marketing strategy to re-brand and re-establish recognition.
- Extensive grant research/writing and grant distribution.

Executive Director

New Jersey Psychological Association
Livingston, NJ
December 2021— December 2022

- Targeted membership retention and growth campaign coupled with adding alternative revenue sources to sustain and grow the organization by 30%.
- Maintained overall operations of the organization including payroll, benefits, forecasting, workflow, and vendor servicing. Supervised and consulted the communications and marketing for the organization.
- Reallocated priorities and status of investment accounts for future revenue return.
- Managing team of staff, volunteers, and executive board for three nonprofit associations including a political action organization and a fundraising foundation.
- Sunset current Strategic Plan and, with coordination of Executive Board and consultant, overhauled next five-year Strategic Plan into a living document prior to implementation.
- Technological transition of database and upgrading association management system.
- Developed performance metric plans and advanced staff key performance indicators.
- Aggressive lobbying and political networking on behalf of the association as well as needs of the industry.
- Navigating ongoing DEI engagement and facilitation of inclusive diversity, equity, and inclusion strategic goals.

Associate Director of Programs, Operations, Fund Development

Presbyterian Church (USA)
Metuchen, NJ
July 2016 – Aug 2021

- Facilitated administrative organizational operations and chaired board of trustees through development and retention of volunteer leaders and staff in order to grow organization overall by 25% over five years.
 - Headed weekly programs by creating educational content and teaching both in person and via online platforms to expand participation by 500% in five years.
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- Coordinated diversity and inclusion education programming throughout organization.
- Enhanced partnership with nonprofits such as Habitat for Humanity by developing committees and organization structures with the result of annual events with over 100 participants.
- Implemented extensive technological and audio/visual installations and provided oversight for contractual care of campus and grounds by creating a vision of an appealing, marketable product to bring in a younger, more diverse audience and donor base.
- Spearheaded initiatives to defend the undocumented community by inspiring community wide advocacy for the release of undocumented members resulting in the release of multiple members and overall political protection for undocumented community.
- Developed yearlong programming to educate community regarding diversity, inclusion, and equity as well as facilitated public forums and statements surrounding Black Lives Matter by rallying the organization through community forums and events to provide a more equitable, brand conscious organization.
- Collaborated and supported the design of a multiyear strategic plan utilizing SWOT analysis by establishing volunteer leaders and staff to execute the goals.
- Developed Food Pantry non-profit into individual 501c3 with independent staff and board by appealing to broader community network for financial support in order to retain an additional social worker on staff.
- Navigated multiple capital campaigns for building and space expansion of organization through social media, fundraising events, community forums, grant writing, and speakers thereby fundraising over \$500,000 within 5 years. Through grant writing, received grants between \$10,000 and \$250,000. Event fundraising, including golf outings, galas, and peer to peer campaigns, raised between \$15,000-\$50,000.

IT Assistant

Princeton Public Library
Princeton, NJ
September 2013 – June 2016

Fund Development and People and Culture Intern

Non-Profit Organization: Coalition for Peace Action
Princeton, NJ
September 2015-May 2016

Residential Program Director

Non-Profit Organization: Hope Haven
Orange City, IA
August 2012-June 2013

Business-Owner Roofing Contractor

Craftsman Builders
Columbus, NE
May 2008 – September 2016

EDUCATION

Master of Divinity: Religious Studies

Princeton Theological Seminary
Princeton University
Princeton, NJ
2013-2016
GPA 3.5

Bachelor of Arts: Philosophy and Religion

Northwestern College
Orange City, IA
2008-2012
GPA 3.9

SELECT SKILLS

- Executive Director
 - Sustainable Organization growth
 - Vision campaigns
 - Lobbying and governance
 - Leadership
 - Executive Administration
 - Chaired Board of Trustees
 - Strategic Planning
 - Diversity and Inclusion
 - Programmatic and Event Planning
 - Operations
 - Capital Campaigns
 - Project Management Collaborator
 - Communication
 - Fundraising and Endowments
 - Interpersonal Networking
 - Program Development
 - Non-profit
 - Staff and Volunteer management and retention
 - Conflict Management
 - Emotional Intelligence
 - Operational Management
 - Comfortable in adversity
 - Risk-Taking
 - Multi-Tasking
 - Microsoft Office
 - Salesforce
 - Asana
 - Blackbaud/Luminate
 - Google Suites
 - IT support
 - Website Development
 - Association Management Platforms
 - Mail Chimp and Constant Contact
 - Social Media
 - Audio Engineer
 - Construction Management
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