

Justin Daniel Karmann

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Results-driven leader by way of collaboration, adaptation, and teamwork. Adept at multi-phased strategic planning for project management and initiatives of varying sizes and priorities. With over a decade of experience in director roles, I believe I am a change-agent who succeeds only through sustainable ambition and empathy-focused development.

PROFESSIONAL EXPERIENCE

Executive Director

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

- Developed and implemented the business model for the next five-year strategic plan with focus and attention on sustainability and revenue growth.
- Managed the operations and transformation of a new association management platform and website project.
- Expanded corporate and business relations as well as brand marketing in order to draw in a 25% increase in new membership.
- Overhauled existing information technology infrastructure toward cloud and project management-based dependency.
- Administered staffing metrics based upon organizational KPIs for efficient growth and sustainability.
- Navigated DEI engagement and facilitation in tandem with strategic goals.

Associate Director of Operations, Project Management, and Development

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

- Managed and led administrative and organizational operations, serving as the Chair of the Board of Trustees. Successfully increased the organization's overall growth by 25% over five years through the development and retention of volunteer leaders and staff.
 - Created and executed weekly educational programs, both in-person and online, resulting in a 500% increase in participant involvement in five years.
 - Designed and executed a multi-year strategic plan through SWOT analysis and collaboration with volunteer leaders and staff.
 - Established a successful Food Pantry non-profit as an independent 501c3 organization, securing additional financial support and retaining an additional social worker.
 - Implemented and coordinated diversity and inclusion training programs throughout the organization.
 - Built successful partnerships with non-profits, including Habitat for Humanity, resulting in annual events with over 100 participants.
 - Initiated and oversaw technological and audio/visual upgrades, enhancing the organization's overall appeal and marketability to attract a younger and more diverse audience and donor base.
 - Conducted multiple successful capital campaigns, raising over \$500,000 through social media, fundraising events, community forums, grant writing, and speaker engagements. Successfully secured grants between \$10,000 and \$250,000 and raised funds through event fundraising,
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including golf outings, galas, and peer-to-peer campaigns, between \$15,000-\$50,000.

IT Associate

Princeton Public Library
Princeton, NJ
September 2013 – June 2016

- Provided technological support including networking, mobile servicing, computer recycling, website development, audio/visual, and overall IT support at the counsel of the IT Director resulting in an organization running smoothly and efficiently for all technological needs.

Business-Owner: Roofing

Craftsman Builders
Columbus, NE
May 2008 – September 2016

- Self-started roofing construction business and management at eighteen years' old by marketing the brand image of the company resulting in eight years of success and over 50 roofs replaced.

EDUCATION

Princeton University: PTS

Master of Divinity
Princeton, NJ
GPA 3.5

Northwestern College

Bachelor of Arts
Orange City, IA
GPA 3.9
