

Karn M. Gregoire
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Professional Summary

Twenty five years of successful leadership predominantly with Nonprofit Agencies. History of improving organizations by strategically developing cost containment strategies and visionary leadership. Success has always been driven through empowering and coaching others.

Employment History

Executive Director (2013 – present)

Martha-Ellen Tye Foundation
16 East Main Street, Suite 260
Marshalltown, IA 50158

- Serve as community leader to maintain the mission of the Foundation
- Serve the family and community board members to maintain the vision of Martha-Ellen Tye

President (2009 to 2013)

Infinite Ceiling, LLC.
209 Carver Ave.
Rhodes, IA 50234

- Created a consulting business, serving Nonprofit organizations
- Expanded consulting to include Executive and Life Coaching services
- Provided project management to Girl Scouts of Greater Iowa (Mid and Western Iowa) (FIRST Lego League – STEM project, Biz SmART, 360 degree review of CEO)
- Lead strategic planning process for non-profit organizations
- Partnered with Google to bring training to Nonprofits of Marshall County

Director of Operations (2006 – 2009)

Benefit Source, Incorporated
4000 Westown Parkway, Suite 110
West Des Moines, IA 50266

- Lead and trained the organization through its first Strategic Planning Process
- Directed the general operations of Insurance Broker
- Created & lead Human Resource Department
- Coached managers through leadership strategies

Human Resource Director (2005 – 2006)

Goodwill of Central Iowa & Goodwill Solutions
4900 NE 22nd Ave
Des Moines, IA 50234

- Directed HR function of a \$9 million agency with 17 business centers
- Initiated, developed, and lead the strategic planning process (1st time for organization)
- Created unification throughout the agency
- Achievement accreditation, Commission of Accreditation for Rehabilitation Facilities

Director (2004 - 2005)

Anthony House

900 Wells Street

Marinette, WI 54143

- Created, constructed, and ultimately directed a Community Based Residential Facility (CBRF) for people with mental illness saving \$500,000 annually for Marinette County Wisconsin Human Services Department
- Established all policies & procedures for staff, residential programs & operations

Goodwill Industries of Northern Wisconsin and Upper Michigan (1990 - 2001)

1428 Main Street

Marinette, WI 54143

Senior Director of Operations (2000 - 2001)

- Directed 3 departments (Human Resource, Employment & Training, Contract Employment) resulting in above budgeted profit margins
- Managed procurement process resulting in departmental growth

Director, Human Resources (1993–2000)

- Lead Human Resource Department
- Created alternative health insurance options, resulting in rates below national average
- Trained staff on legal compliance (Harassment, ADA, OSHA & MSDS, Discrimination)
- Reduced staff turnover to 50% below the national norm
- Reduced worker's compensation costs by 73% (\$70,000 to \$19,000)
- Served as company Public Relations spokes person

Director, Vocational Rehabilitation (1993 – 1998 simultaneously Director of HR)

- Researched and obtained grant monies to assist in funding rehabilitation programs
- Increased the number of clients served by over 150%
- Lead organization's 3 professional accreditation efforts, all resulting in highest ratings
- Orchestrated adaptations for People with disabilities

Human Resource Coordinator (1990 – 1993)

- Managed community based programs

Education**University of Wisconsin – Green Bay 1990**

Bachelor of Science Degree, Business Administration

Emphasis in Management and Minor, Human Development

Supplemental Education and Training

- Coaches Training Institute - Certified Life Coach (2011)
- Labor Law Clinics 1995 – 2009
- Executive (CEO) Leadership Training – Goodwill Industries International
- Americans with Disabilities Act: Train-The-Trainer, Madison, Wisconsin

Personal

- Co-Chair of Vision Marshalltown
- Member and past president of Marshall County Arts & Culture Alliance
- Board Member of the Fisher Governor Foundation

- Board Member of the Fisher Community Center Foundation
- Board Member of TRAILS, Inc.
- Member, Rotary
- Past president, Iowa River Hospice Board of Directors
- Member, Governing Committee/Board, Marshall County Community Foundation
- Marshalltown United Way - Allocation Committee Member - 5 years
- Member, Philanthropic Educational Organization (PEO) – 10 years
- Linn Creek Arts Festival Artists Committee Member
- Mentor, Marshalltown Educational Partnership
- Member, Marshalltown Chamber of Commerce
- Chairperson, Greater Iowa Girl Scout Golf Classic - 2010
- Past President and Board member, Tri-County Human Resource Association
- Hospice Volunteer, Marshalltown, IA and Marinette, WI
- Past Board Member of Edgewood Manor (Residential Facility for Adults with Developmental Disabilities) Marinette, WI