

Justice Organizer and Faith Leader with 20+ years of experience building coalitions, mobilizing religious communities, and advancing reproductive justice through organizing, advocacy, pastoral care, and narrative change. Passionate about and experienced in grassroots coalition building, leadership development, trauma informed care, and anti-racist, faith-based movement building. Proven ability to develop partnerships across diverse communities to co-create and deliver programs that drive systemic change.

Key Skills

- Ritual Arts, Preaching, & Worship Design
- Grassroots Organizing
- Trauma Informed Chaplaincy & Pastoral Care
- 1:1 & Small Group Spiritual Coaching & Guidance
- Reproductive Justice Advocacy
- Faith-Based Movement Building
- Coalition Leadership
- Leadership Development & Training
- Anti-Racist & Trauma Informed Pastoral Listening
- Narrative & Culture Change
- Strategic Campaign Development
- Event & Conference Planning
- Public Speaking & Media
- Creativity, Arts, Nap and Joy Promotion

Supervision and Leadership Experience

- Managed people and systems, aligning mission, using strategy aimed at building and retaining exceptional teams.
- Achieved increasing staff pay and benefits to national standards in one year, to retain and attract exceptional team members, making this a donor objective for annual campaign and illustrating this as a justice issue related to mission.
- Developed new policies and HR manual to support planning, assigning, and directing work as desired by Board and organization goals.
- Coached employees to develop goals, check on progress, appraise performance; reward and discipline employees in nurturing but clear manner, addressed complaints with curiosity and performance improvement plans and resolved problems that involved everything from the mundane to challenging issues around safety, disabilities, sexism, classism, racism, xenophobia, toxic and misconducting behaviors — as well as safety when working with youth and children.
- Led Diverse Teams Out of Silos into Collaborative Environments, using unique themes to spark creativity. Orchestrated weekly and annual events, with anti-oppression values, in multi-platform environments. Teams included: Education, Senior Staff, Community Outreach and Music, Technology, Administration, and dozens of volunteers increasing engagement.
- Supervised staff, donors, members, consultants, volunteers and free-lance staff including videographers, photographers, writers, accountants, administrators, graphic designers, web designers and trainers for local and national organizations.

Media Relations and Social Justice

- Spoke to Press on topics of comprehensive health care, abortion rights, Roe v. Wade, Dobbs ruling, transgender healthcare, gender identity/expression, sexual education, and my role as an abortion chaplain for Planned Parenthood.
- Regularly interviewed for TV/radio/print/web, including NPR, print & TV for Abortion justice.
- Press trained by ACLU, LGBT+ Victory Institute, National Lambda Legal, OUTfront Minnesota, and GLAAD coaches.
- Provided media training for more than 200 multi-faith leaders, non-profit executives, and volunteers.

Board and Public Leadership Experience

- Developed chaplaincy access at Wisconsin's largest abortion clinic, accompanying 200+ families through abortions yielding less need for pain medications and lessening stress for patients, doctors, and medical staff.

- Supported national issue campaigns for multiple orgs, handling donor support, public relations, and marketing.
- Planned Parenthood Clergy Council: Led education opportunities for interfaith leaders to increase aptitude around reproductive justice, recruited additional members across cultures, faiths, and region, speaking to press and lawmakers.
- Founded Milwaukee LGBT Community Center with team of seven leaders, which established a vibrant organization that grew to annual budget of \$1.5million. Chaired Public Relations, Marketing, Membership and Development teams during multiple board terms over two-decades.
 - Co-Led turn-around team of Center (after an absence of many years) following period of financial and leadership misconduct, friend/fund-raising from \$800K debt to financial stability and a trusted place in community.
- Researched, developed, and presented at the Planned Parenthood “Safe, Healthy, Strong Conference,” specifically addressing spirituality, chaplaincy, and abortion to over 30 healthcare, spiritual care, teaching, and community professionals to change how pregnancy options are discussed amongst teachers, parents, religious leaders, and nurses.
- Trustee: Meadville Lombard Theological School Board of Trustees, assisting development team for major donor events, communicating student needs and accomplishments while collaborating with Board, staff, and faculty.
- Led LGBTQ Training Program Addressing Religious and Racial Bias with Midwest Region Ministers (13 states) in Salvation Army Camps, Community Centers, and Homeless Shelters:
 - Led cultural change efforts through audits of healthcare facilities, camps, and community centers, working with ordained and lay leaders to address LGBTQ readiness to serve all intersections of race, class, health, and education.
 - Coached senior leadership at 13 state regional conferences advising on issues of sexual orientation and gender identity following execution of DEI audit to help them improve donor and public relations.
 - Program yielded expanded services for LGBTQ guests and staff benefits impacting tens of thousands seeking help.

Philanthropy Leadership and Donor Management Experience

- Led stewardship, development, major giving, and capital campaigns for organizations with donor portfolios of 120 to 600 annual giving units, using storytelling, inspiration, education, analysis, and segmented targeted canvasses to achieve goals for more than 10 years exceeding goals.
- Managed staff teams of 6-10 paid and up to 50 active volunteers, for fundraising events, giving campaigns, and donor development and member engagement all within an anti-racism, anti-oppression lens.
- Developed stewardship giving campaigns, challenged endowment teams to rebuild funds after catastrophic events like the COVID-19 shutdown and/or deaths of legacy donors representing five to seven figure gifts and ongoing management.
- Challenged boards to diversify funding, developing long-term fundraising, pledging and event strategies and expanded technology for communication as well as co-created heart opening testimonials sharing missional outcomes.
- Coached leaders to develop stories for inspirational giving through lens of relationship development.
- Stewarded congregations and organizations, translating ends statements and mission into donor development, budget, and finance, to align ethics and values, people management and strategic goals.
- Presented workshops, speeches, book discussions, classes, and activities to engage donors in times of great change and uncertainty, on issues of love, leadership, spiritual practice, compassion, and inclusion in communities of belonging, to increase their sense of attachment and ownership of mission all in multi-platform settings.
- Nurtured relationships with donors through curiosity, nurturing, deep listening, and holistic care, in the cultivation, stewardship and solicitation of gifts, legacy giving and to help donors express their stories and help them translate those for meaning and commitment to values in our causes for the greater good.
- Experienced in analyzing data and keeping notes with many CRM/donor databases, including Raiser’s Edge utilizing data, trends, news, and cultural knowledge to follow and predict patterns, analyze performance, and goal tracking.
- Organized and trained donors, elected representatives, and community leaders to do testimonials and giving asks, yielding multiple six figure donations and successful fundraising events.
- Expanded IRA, Donor Advised Funds, and Legacy giving through multiple campaigns and legal education on these forms of giving. Targeted by age for those taking Required Minimum Distributions from 401K’s to transfer gifts without tax penalties.
- Collaborated with presidents/executive directors and related teams on 7-figure donor development and relations, over multiple years and with estates following donor deaths. Due to the long nature of these relationships, I have interacted at

various stages of the donor pipeline, honoring donors while living and in celebrating them in death, interacting with contested estates and nurturing ongoing relationships with families.

Strategic Partnership Building for Anti-Racist and LGBTQ Equality: State and National Projects

- Strategized and executed plan with ACLU Lesbian Gay Bisexual Transgender Project National and Regional, for marriage equality, filing a plaintiff class action suit that ultimately won the right to marriage in Wolf v. Walker federal lawsuit.
- Developed successful turn-around campaign for MKE LGBT Community Center: managed communications strategy building strategic partnerships including 1:1 outreach, executing 60+ interviews (TV, print & radio) yielding flood of public support, donations, web traffic, media engagement, event attendees, & establishing renewed confidence in the Center.
- Created award-winning regional Gay Neighbor campaign (billboards, print, web), coordinating more than 30 organizations (non-profit, churches, government entities and community programs) for Cream City Foundation's two-year campaign. Collected stories and data to build public support in the first of its kind campaign, receiving international press coverage, increasing significant donations, and inspiring educators to add LGBTQ books to regional child and youth reading programs.
- Directed equality campaigns, teaching inclusion, community building, and public policy as early as 1996.
- Developed and taught inclusion and equity training programs for businesses, students, professionals, and the public sector addressing racism, sexual orientation, gender identity, and classism issues as early as 2012.
- Created a community support and training network in the rural NE part of Wisconsin, connecting non-profits, businesses, and professionals to address issues of marginalized communities, educating a largely white population on issues of LGBTQ equality, and anti-racism, to help build community and increase diversity in employment & clients rural communities.

Public Policy and Outreach

- Developed state-wide messaging for the award-winning, multi-media communication campaign, 'Get OUT the Vote' (print, web, direct mail, e-marketing, social media, and face to face scripting), for Equality Wisconsin, winning 'Innovative Campaign of the Year' from State Voices, a national nonpartisan civic engagement organization.
- Lead Winning Team in Campaign Simulation against 40 professionals from around the globe, Washington, D.C.
- Trained FBI agents – including Special Agent in Charge, federal judges, and court workers about LGBTQ issues for U.S. District Court for Eastern District of Wisconsin in a workshop I co-created with transgender BIPOC leaders, raising awareness and clarifying and edifying a mission linked to public policy, public safety and advocacy.

Reproductive Justice Advocacy

- Organizer for Actions, Lawsuits, Story Telling, and Grassroots-Underground Strategies for Reproductive Justice
- Spokesperson in numerous reproductive justice campaigns working to strategize messages that united communities in advocacy, access, and fundraising for abortion, reproductive healthcare, birth control, and gender justice.
 - Abortion Rights at Republican National Convention Speech: <https://youtu.be/IQ4jU5IGddg?si=vL9z14Re16PKa90z>
 - Interview Wisconsin Independent: <https://wisconsinindependent.com/uncategorized/faith-leaders-religion-doesnt-justify-anti-abortion-views/>
 - Cover story Chicago Tribune: <https://www.chicagotribune.com/2023/01/22/50th-anniversary-of-roe-v-wade-some-pray-for-end-to-abortion-while-others-mourn-loss-of-reproductive-rights/>
- Trained clergy in All Options Pregnancy Care: facilitated honest, compassionate conversations about reproductive health in communities of faith to develop relationships, skill up pastors and to have more holistic and productive communications regarding reproductive health in their communities yielding more adept faith leaders for a full range of reproductive health.
- Developed Pastoral Networks in Reproductive Justice in Illinois and Wisconsin: coordinating with faith communities, patients, pastors, and reproductive health centers to coordinate actions, link care needs and build relationships.
- Reproductive Chaplain for hundreds of patients and families in abortion clinic offering pastoral care, healing rituals and anxiety support. Directly worked with abortion executives, doctors, clinic staff; got to know key supporters and funders in the Wisconsin Abortion landscape.

Work History

November 2025 to Present: Organizing and Marketing Manager, Wisconsin Unitarian Universalist Statewide Action Network (WUUSAN)

May 2025 to Present: Chaplain Associate, Advocate Aurora Healthcare, Chaplain Connect Program covering 15+ Hospitals in Wisconsin and Illinois.

August 2025 to Present: Membership Administrator, Unitarian Universalist Ministers Association, (Remote) Boston, MA

August 2024-Present Leadership, Organizing and Fundraising Consulting, Reproductive Justice Advocacy Organizing (Free & Just, Planned Parenthood, Wisconsin RCRC, National RCRC, and WUUSAN)

August 2022-July 2024, Interim Minister, Countryside Church Unitarian Universalist, Palatine, IL

2021-22, Minister Unitarian Universalist Church West, Brookfield, WI

2020-21 Minister, Unitarian Universalist Community Church of Washington County, Hillsboro, OR

2018- 20, Intern Minister, Bradford Community Church Unitarian Universalist, Kenosha, WI

2020, Creative and Empowerment Media Consultant, FORGE-FORWARD, Milwaukee, WI (National office)

2017-19, Chaplain, Community Care Chaplains – 2 Units of CPE, Placement at Planned Parenthood of Wisconsin (unpaid)

2012-17, Development & Communications Director, Milwaukee LGBT Community Center, Milwaukee, WI (volunteer then paid)

2002-19, Principal, Circore Creative, Milwaukee, WI, many of the aforementioned accomplishments and 17-year client history included:

Managing all aspects of consulting firm: creating branding campaigns and training programs with corresponding identity packages, websites, web and e-content development, upkeep, and copyediting. Managed administrators, membership professionals, designers, accounts payable/receivable, client management, project management, contract management, strategic planning, supervision, customer relationship development, and coach in consulting for both non-profit, for profit and religious organizational clients always building membership, increasing fund and friend raising, and achieving market penetration goals.

1998-2007, Membership & Marketing Management Positions of Increasing Responsibility, American Society for Quality (ASQ)

- ◆ Developed retention marketing plans, e-marketing, mail campaigns for 5 membership years. Wrote brochures, catalogs, wave mailings, segmenting, ads, and test marketing of bundling products with membership for improved response rates, higher retention and greater use of membership benefits.
- ◆ Coordinated marketers to work effectively with production services, IT, online, customer service, and authors/volunteers. Consistently meet or exceed all deadlines meeting the financial responsibility that rests with large mailings. Membership renewals represented one third of ASQ's overall revenue of \$40M.
- ◆ Used market research data to create customer profiles matching member needs to experiences. This method has led to dramatic increases in funding stability, and customer growth for diverse organizations, chapters and membership programs.
- ◆ Managed annual retention budgets with expenses of \$250,000-\$300,000 and revenue of \$10-12million annually.

1995-1998, Membership & Marketing Administrative positions for Arts Organizations, Museums and community Centers

- ◆ Redirected membership program and marketing goals resulting in a 300% increase in membership recruitment and retention during my first two months of employment through point of purchase sales and direct mail.
- ◆ Recruited members through direct marketing campaign, staff incentive marketing and member focused benefit events increasing membership sales 29%.
- ◆ Increased retention 50% using new retention direct mail techniques and restructuring of membership levels.

Select Past Client List:

- ACLU – National and Wisconsin offices
- ACLU Lesbian Gay Bisexual Transgender & HIV Project, New York, NY
- American Society for Quality (ASQ)
- Art and design education programs for multiple clients via my self-owned enterprise, Pizzazz Studios
- Cream City Foundation, Milwaukee, WI
- Equality Wisconsin – LGBTQ Voting
- Forge-Forward, Transgender Health & Advocacy
- LGBT Door County, WI
- LifeWays North America, early childhood education

- MKE LGBT Community Center
- Milwaukee Drug Treatment Court
- The Salvation Army (13 state region)
- Wisconsin Unitarian Universalist State Action Network (WUUSAN)

EDUCATION:

- 2025 Community Care Chaplains Clinical Pastoral Education, and Kintsugi Trauma Certification (3rd & 4th Unit of CPE completed)
- 2025 Milwaukee Technical College: Abnormal and Developmental Psychology Classes
- 2020 Master of Divinity, Meadville Lombard Theological School, Chicago, IL. Graduated with 3.96 GPA, 90 credits. Program grounded in diversity, equity, inclusion and belonging. Coursework in organizing, stewardship, executive leadership, spiritual practice, Buddhism, queer theology, pastoral care, chaplaincy, trauma, history, ministry arts and theology.
- 2012-13 LifeWays North America, Audited Graduate Training in Living Arts, Human Growth and Development, Child, Family and Community Development (equivalent of nine graduate credits), included Rudolph Steiner theology and Waldorf training.
- 1993-96 BA with honors, Professional Communications & Art, (double-major) Alverno College, Milwaukee, WI
- 1991-93 Art & Design Studies, Parsons School of Design, New York, NY

CERTIFICATIONS, PAPERS PRESENTED, INTERVIEWS, TRAININGS OF NOTE:

- 2025 In-Process Units 3 & 4 of Clinical Pastoral Education working toward Kintsugi Resilience Associate (KRA) Certification for Trauma Healing, Community Care Chaplains, to equip me to serve as psycho-education practitioner, on core concepts of trauma, healing, emotional regulation, attachment, and resilience through the Kintsugi lens and to provide pastoral care that integrates faith, lived experience, and soul care practices.
- 2025 Interviewed: UU World, A Trail Blazed by Faith: How the Iowa Sisterhood Paved the Way for Women in Religious Leadership.
- 2024 2.5 CEU Marcia McFee, Ph.D., Worship Design Studio Inc. (Creating interactive rituals and healing events for multi-age, multi-platform using healing arts to create more deeply spiritual worship.)
- 2024 SACReD Gathering faith-based leaders focused on reproductive dignity and justice, attended by over 450 people from 40 states, 4 countries, and 30 different religious traditions and denominations. (5 days).
- 2024 SACReD Woven Together: Religion & Reproductive Justice Political Education Series, 6-part virtual learning series for legal, political, theological, and cross-movement intersections of religion and reproductive justice.
- 2024 Community Care Chaplains Case Conference (facilitator), The Narrative Practice: Embracing Our Woundedness (1 day conference).
- 2023 Presented Early Women Ministers Research, Countryside Church Women's Salon.
- 2023 1.0 CEU Marcia McFee, Ph.D., Worship Design Studio Inc. (Creating public witness impromptu rituals that are interactive for multi-age, for healing in social justice).
- 2023 Interim Ministry Certification: The Work of the Minister & The Work of the Congregation (deep change management certifications for organizations in times of great change and coming into new management and new realities).
- 2023 2.5 CEU Marcia McFee, Ph.D., Worship Design Studio Inc. (Creating events and presentations that are interactive to deeply engage hearts and minds for people of all ages and backgrounds using an anti-ableist lens).
- 2022 Grief & Gratitude, Jewish Studio Workshop at the UUMA, with Michelle Favreault and Rabbi Adina Allen.
- 2021 Serving Congregations with a History of Misconduct, Debra Pope-Lance (managing around financial, emotional and sexual misconduct. (I have done follow up coaching with her since then too).
- 2020-Present Bowen Family Systems Theory Coaching with Jake Morrill.
- 2021 Workshops at Bowen Theory Education Center (Family Systems Management & Leadership).
- 2021 When Moses Meets Aaron: Staffing & Supervision in Large Congregations with Susan Beaumont.
- 2021 How to Lead When You Don't Know Where You Are Going, Leading in a Liminal Season with Susan Beaumont.
- 2020 Inside the Large Congregation, Susan Beaumont (Human Resources, fundraising, Supervision).
- 2019 Ministerial Fellowship Committee – passed with score of a one (highest score)– welcomed into Preliminary Fellowship
- 2019 Presented paper at Unitarian Universalist History Convocation, original research Bucking the Patriarchy: Florence Buck as Educator, Unitarian Minister and Advocate for Women Children and Those Society Forgot.
- 2019 The Intercultural Development Inventory overview, Master Class: Preaching Punchlines.
- 2019 UUA Ministry Days attended seminars.
- 2019 UUA Ministerial Formation Network Retreat attended seminars.

- 2019 Death of Sunday School (Kim Sweeney) attended seminar.
- 2019 Revitalizing Worship Risk Out Loud (Erika Hewitt) attended seminar.
- 2019 Art & Ministry of Funerals and Memorials 101 (Erika Hewitt) attended seminar.
- 2019 UUA General Assembly attended seminars.
- 2019 UUA Regional Ministry Trainings attended seminars.
- 2018 Ministerial Formation Network Retreat attended seminar.
- 2018 All Options Pregnancy Training attended seminar.
- 2018 Howard Thurman Conference attended seminar.
- 2018 Art as Spiritual Practice: Presented multiple Workshops.
- 2018 UUA Regional Ministry Trainings attended seminar.
- 2018 Interfaith Leadership Chautauqua Global Religions attended seminars for 8 days.
- 2017 Catalyst for Change, Meadville Lombard Theological School: "The Tilt to Global Authoritarianism: Religious Leadership & Shifting Power" attended 3 day seminar.
- 2017 UUA Mid-America Regional Conference: anti-racism, belonging, and equity.
- 2014 - Victory Institute, Campaign and Candidate Training, Washington D.C. – led and won simulation for week training.
- 2012-15 (two each year) Social media effectiveness: Leadership Institute Milwaukee attended seminar.
- 2010- 2014 (one each year) Strategic planning seminars: numerous non-profit leaders presented seminar.
- 2002 – American Society for Quality, Quality Improvement Associate (CQIA) Certification Achieved.
- 2001 - Emotional Intelligence, University of Wisconsin – Milwaukee attended seminar.

REFERENCES, CEU LIST & PORTFOLIO AVAILABLE UPON REQUEST