

MICHAEL RAMSDAIL

Aurora, CO

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PRESIDENT & CEO

Dynamic leader with a strategic mindset and 20+ years of valuable experience spearheading projects and supervising staff, departments, and organizations. Possess strong expertise in developing and implementing policies/plans, interacting with stakeholders, and solving complex business problems. Instrumental in managing vendors, creating budgets, and creating strategic plans while considering organizational goals. Influential communicator; skilled in providing inclusive coaching to professionals and partnering with frontline staff, management, C-Suite officers, and outside stakeholders, such as investors, board members, and contractors.

CAREER HIGHLIGHTS

- Led formulation of a 5-year strategic plan to the Board of Education, assuring passing of a \$70M facilities referendum.
- Managed the entire strategic planning process for a non-profit hospice, a public school district, two churches, a mobile homeless shelter, and a senior living community.
- Involved in coordinating diversity, equity, and inclusion training and delivering in-depth guidance to C-level executives, managers, frontline staff for several companies, and the Board of Directors since 2004.
- Conceptualized and prepared 5-year budget and capital improvement plans to benefit \$4M, \$120M, and \$300M companies that led to sustaining and optimizing community infrastructures.
- Enabled efficient teams across the organization by establishing communication processes, defining a clear mission, sharing feedback on progress/performance routinely, and offering mentorship.

CORE COMPETENCIES

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| ▪ Strategic Planning | ▪ Staff/Departmental Supervision | ▪ Policy Development |
| ▪ Project Management | ▪ Business Development | ▪ Technical Assistance |
| ▪ Revenue Generation | ▪ Stakeholder Interaction | ▪ Problem Solving |
| ▪ Budget Development | ▪ Training & Development | ▪ Customer Service Excellence |

PROFESSIONAL EXPERIENCE

CROSSPURPOSE

2022 – 2025

Vice President: Leadership Development – Denver, CO

- Designed and established a licensed, Medicaid funded, behavioral health clinic to provide free behavioral health services to individuals in poverty.
- Managed an all-pathways recovery program that included peer recovery coaching services to individuals in the Denver metro area.
- Established a community support network of over 20 non-profit organizations that provide over 900 volunteers annually for the CrossPurpose Career and Community Development program.
- Built a department from two to fifteen employees and 20 volunteers within 24 months.
- Raised over \$2million in funding for the organization.

SIX CAPITAL BREWERY & KITCHEN

2022 – 2023

Vice President: First Impressions – Aurora, CO

- Interact with management to share feedback and guide on driving customer satisfaction.
- Play a vital role as Chief Ambassador for Six Capital, including devising promotional strategy, showing participation at events to raise the company's awareness, and conceptualizing/publishing social media posts regularly.
- Implemented customer-first philosophy to serve as a leading collaborator for the customers and staff and direct creation/utilization of optimum practices that led to streamlining customer experience and achieving satisfaction.
- Developed a customer-to-business owner pipeline to optimize practices for gaining customer loyalty.

- Liaised with customers, employees, and stakeholders to discuss necessities and ensure the provision of meticulously brewed beer and chef-driven barbeque at events, enhancing the company's spirit of community and acceptance.
- Acted as effective lead to enforce staff training program with a budget of \$4K, resulting in creating a better customer experience, improving companies' online presence, and boosting sales.

EATON SENIOR COMMUNITIES**2020 - 2022****Director: Plant Operations – Lakewood, CO**

- Direct team in executing plant operations effectively to accomplish entire physical plant key objectives.
- Orchestrate vendor contracts, arrange training sessions for all physical plant employees, and offer instructions on tasks, resulting in building confidence and credibility across the entire team.
- Craft plan of implementing extensive repairs/renovations and draw up the yearly departmental operating budget while observing staffing/department needs and employees' salaries that supported long-range department goals.
- Performed as a member of the Executive Leadership Team, Safety Committee, and Staff Development Committee and offer strategic recommendations on operations, health risks, and training opportunities.
- Monitored and streamlined multiple departments, such as Housekeeping, Janitorial, Maintenance, and Refurbishment/Construction departments, guaranteeing efficiency in the organization's total operations.
- Managed and mentored whole staff and conducted results-driven performance reviews, which assisted in overcoming weaknesses and increasing strengths regarding duties.
- Provided directional feedback that formulated new strategic plans, simplified inventory management systems, and confirmed the attainment of required materials.
- Conceptualized DEI statement adopted by Board of directors, built subsequent committee that targeted integrating optimal supporting practices, and generated a 5-year capital improvement campaign with a budget of \$20K.

BETHESDA LUTHERAN COMMUNITIES**2018 - 2019****Facilities Manager-West – Littleton, CO**

- Provided comprehensive oversight in maintaining buildings/grounds and environmental services to maintain a comfortable and safe space.
- Planned/prepared Real Estate Assessment Center (REAC) inspections and assured adherence to ADA compliance in modernizing more than 250 Intermediate Care Facilities and Housing and Urban Development (HUD) properties for individuals coping with disabilities in a six-state territory, including single and multi-family housing.
- Actively contributed as corporation-wide facilities management resource, such as administering orchestration, designing, scoping, development, execution, and accomplishment of construction projects regarding the organization homes, offices, retail stores, and program buildings.
- Supervised activities related to leasing, sales, acquisitions, negotiations, safety regulation compliance, and construction projects, improving total operations
- Fostered a safe and equitable environment for frontline staff via efficient DEI training, which promoted employees' professional development and growth.
- Acted as a department lead to create a property management division to sustain 500+ properties in 13 states while complying with a budget of \$500K.
- Delivered strong technical support to individuals and coordinated sales development training sessions to educate professionals in the Real Estate and Facilities Department, improving the capability to acquire customers.

CORPORATE CONTRACTORS INC.**2016 - 2018****Special Projects and Business Development Manager – Beloit, WI**

- Headed entire operations related to renovation projects, which included maintenance and refurbishing of HUD homes and Intermediate Care Facilities targeting to affirm adaptive living for individuals with disabilities.
- Performed as project manager for a design-build general contractor and supervised activities for major accounts, including renovation and ADA compliance projects in 13 states spanning the contiguous US.
- Concluded national labor and material contracts with outsourced vendors and clarified detailed specifications and architectural engineering plans, which resulted in accomplishing projects within budget and time constraints.
- Circulated press and communication packages to share information on national projects with shareholders.
- Coordinated with the Business Development division to raise suitable business opportunities in the market, enhancing the company portfolio and acquiring new clients.
- Built and improved relationships with existing and prospective vendors, resulting in meeting stock demands.
- Developed a property inspection division, promoted the company in more than seven individual chambers of commerce programs, and headed internship programs to allow access of high school students to the trades.

LIGHTHOUSE FELLOWSHIP CHURCH**2010 - 2018****Senior Executive Pastor – Beloit, WI**

- Acted as a Senior Pastor of a congregation, including 100 to 150 parishioners to ensure delivery of effective pastoral care and administration leadership.
- Involved in guiding the congregation to discover a better understanding of the relationship to faith, such as delivering speeches/sermons and offering counseling services to individuals.
- Coordinated arrangements regarding event named as an annual school-supply giveaway and delivered school supplies, free haircuts, and food to more than 1K individuals in the community yearly.
- Organized professional development training sessions, maximizing the effectiveness of organizational departments involving the Greeter and Hospitality Team, Major Fund Solicitation Committee, and Parishioner Care Committee.
- Served as lead and managed the development of a consortium of businesses in the community budgeting \$15K, which ensured delivery of school supplies, tutoring, and other free services to community members yearly.

SCHOOL DISTRICT OF BELOIT, WI**2008 - 2016****President: Board of Education – Beloit, WI**

- Acted as a President of the Board of Education for the School District of Beloit and set up/chaired meetings of the Board to advise members/administrative staff on enhancing professional development.
- Shaped district policy and drove district strategic plan that fulfilled stakeholders' needs.
- Contributed as chair of the district's finance, property, and transportation committee, including coordinating, and administering entire district land and facilities involving purchasing, selling, and leasing under reasonable terms.
- Benefitted the Board of Education by delivering robust direction in building a 5-year strategic plan, which guaranteed the successful passing of a \$70M facilities referendum.
- Comprehended and observed architectural design to renovate and construct district facilities, along with brainstorming and developing a 5-year maintenance plan to certify proper sustenance of the physical plant.
- Engaged in the policy and personnel committee and assessed and granted approval for all staffing additions and layoffs, which aided in realigning existing business conditions with the new workforce.
- Prepared collective bargaining agreements while orchestrating negotiations with represented and at-will employees to determine terms of agreements.
- Spearheaded efforts to implement seamless Diversity, Equity, and Inclusion initiatives for district administrators.
- Established sustainable partnerships with six other school districts to present extra-departmental and vocational programs that facilitated 18K+ High school students in Southern Wisconsin.
- Supported school district children by obtaining a grant while collaborating with the state education department, which confirmed the provision of fresh fruits, vegetables, and breakfast.

Additional Experience: School Service Manager, Voigt Music Center | Adjunct Professor: Philosophy and Religious Studies Department, Beloit College

Lead | Voigt Music Center | 1998-2016

- **Business Area Affected:** Sales, Business Development | **Total Budget:** \$80K
- Devised a sales development program and networked with staff to mentor/train on aligning company sales approaches, resulting in securing market share in four more regions.

EDUCATION & CERTIFICATIONS

Bachelor of Arts in Organizational Communication and Religious Studies (Double Major)
Beloit College - Beloit, WI

Certifications: **Organizational Leadership in Diversity, Equity & Inclusion**, Rice University | **Construction Cost Estimating and Cost Control**, Columbia University | **Construction Project Management**, Columbia University | **Critical Incident Stress Management**, ICPC | **30-Hour OSHA Certified**, ABC Wisconsin | **Ordained Minister**, International Fellowship of Churches

ADDITIONAL CREDENTIALS

TECHNICAL SKILL	Microsoft Office Suite
COMMUNITY ENGAGEMENT	Member , City Planning Commission President , Beloit Community Ministers Fellowship Member , Beloit Police Department Pastoral Advisory Committee Board Member and Active Volunteer , Family Promise (Formerly Hands of Faith) Member , Prairie Enthusiasts of Southern Wisconsin Board Member , Beloit Regional Hospice Chaplain , Beloit Police Department