DONALD G. JOHNSON

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**DEMONSTRATED SUCCESS**

* Consistently excellent managerial performance, achieving organizational goals with strong financial results.
* Career-long success of building and managing cohesive teams that span generational, ethnic, and geographic divides.
* Proven track record for leading boards and committees through group processes that get the job done.
* Public speaker in dozens of venues every year; audiences often number over 300 persons.

**POSITIONS HELD**

**2015 to Present Executive Director, Family Promise of Greater Concord, NH**

* Family Promise is a nation-wide organization with local affiliates in over 180 communities. The mission is to help homeless and low-income families achieve sustainable independence.
* Dedicated volunteers have been working to get a Family Promise affiliate program operational in Greater Concord. They have contracted me to serve as the inaugural executive director through the end of July, when we plan to be ready to contract a permanent executive director
* As executive director, I am providing leadership for the organization to be operational by this September. This includes all logistical details inherent in an interfaith collaboration of 13 faith communities. It also includes the development of an annual fund and other fundraising strategies.

**2012 to 2014 Vice-President for Student Development, The Lutheran Theological Seminary at Philadelphia**

* Developed and directed the strategy for increasing enrollment. Increased the applicant pool by 46% in two years. During the first full year of recruiting, increased the number of newly admitted students by 25% over the prior year; increased the number of new ELCA MDiv students by 58% over the prior year.
* Created and implemented a new fund raising initiative, Project Sponsor, which raised over $250,000 of new scholarship funds during its first 18 months.

**2005 to 2012 Director, Project Connect of the Eastern Cluster of Lutheran Seminaries**

* The purpose of Project Connect is to provide opportunities for young adults to consider the vocation of professional leadership in the church. With a $3 million grant from Lilly Endowment, more than 1,000 young adults were impacted by this initiative and 30% enrolled in a seminary. Lilly Endowment responded with a follow-up grant of $1.5 million.
* In the seminaries of the Eastern Cluster, enrollment of young adults increased by 15% compared with an increase of 5% in the other Lutheran seminaries during the same period.
* Project Connect grew from a new concept to a systemic practice embedded in the culture of the Evangelical Lutheran Church in America.
* With the admissions staff members of the Eastern Cluster of Lutheran Seminaries, formed a team and led them in providing guidance, support and implementation of all Project Connect strategies. Expanded the team to include 92 pastors as point persons for communication, public relations, and marketing.

**1970 to 2005 President and CEO, Lutheran Outdoor Ministries of New England (LOMNE); Executive Director, Calumet Lutheran Camp and Conference Center (Calumet)**

* Over my 35-year tenure as the CEO of LOMNE and concurrently as the executive director of Calumet, extended the impact of Calumet by including a network of as many as 12 day camps and vacation schools at inner-city sites throughout New England. This was accomplished at the same time as growing Calumet from a camp for less than 900 children each summer to year-round camp programs and a conference center for children, adults, families, and senior citizens – more than 15,000 persons each year.
* Cultivated support of operations with annual fund donations that grew to and has been sustained at over $400,000 per year.
* Managed an annual operating budget of more than $2,200,000. Never borrowed from endowment or capital reserve funds in order to balance the operating budget.
* Led a capital campaign that achieved its goal of $4,000,000. Personally developed over 100 major gifts for a total of over $2,000,000. Used these funds to expand and improve camp facilities that now include 53 buildings on 150 acres.
* Supervised a year-round, full-time staff of 22; managed the annual process of hiring, training and employing 225 seasonal staff; maintained a cadre of over 300 volunteers.
* Built consensus and enthusiasm for the growth of LOMNE and Calumet among a constituency that included 76,000 church members in 192 congregations served by over 300 pastors in New England.

**1989 to present Town Moderator and School District Moderator (elected positions), Freedom, NH**

* Preside over all town and school district meetings and elections, organizing and supervising as many as 30 election workers.
* As the school district moderator, has been called upon to facilitate faculty and staff conflict resolution and consensus-building.

**EDUCATION**

**Bachelor of Science with honors in Civil Engineering (1969)**

Worcester Polytechnic Institute (WPI), Worcester, Massachusetts

## BOARDS AND COMMITTEES, including -

Board of Directors (Board Chair, 2013-2014), Green Mountain Conservation Group

Executive Committee, Town Forest Acquisition Group, Town of Freedom, NH

Board of Directors, American Camp Association

Chair, Conservation Commission, Town of Freedom, NH

Chair, Zoning Development Committee, Town of Freedom, NH

Advisory Board, Lutheran Social Services of New Hampshire

Chair, Education Committee, Lutheran Outdoor Ministries

**PERSONAL**

Married; two adult daughters

Resident, Town of Freedom, NH, since 1976

Hiker, kayaker, skier, woodworker, and dedicated fan of the Boston Red Sox through thick and thin