Debie M. Coble

70340 Brittany Glen, Edwardsburg, MI 49112

Email: debie.coble@frontier.com

Mobile: 574.532.3930

Career Summary

For the past 29 years, I have progressed through the ranks at Goodwill Industries of Michiana, Inc. I graduated from the Goodwill Industries International Executive Development program in 2007. I have continued to increase responsibilities in the organization as a means to prepare for a President and CEO position. From Store Manager to President/CEO sounds unreal; however, this journey has given me a solid understanding of the entire organization and an advantage to leading this organization into the future with innovative and effective ideas that meet the needs of the community.

- ✓ ***President/CEO,*** *Goodwill Industries of Michiana, Inc., South Bend, IN November, 2013 to present*
- ✓ ***Vice President, Workforce Development Services,*** *Goodwill Industries of Michiana, Inc., South Bend, IN 1996 to November, 2013*
- ✓ ***Director of Employment Services,*** *Goodwill Industries of Michiana, Inc., South Bend, IN 1994 to 1996*
- ✓ ***Case Coordinator****, Goodwill Industries of Michiana, Inc., South Bend, IN 1992 to 1994*
- ✓ ***Employment Specialist****, Goodwill Industries of Michiana, Inc., South Bend, IN 1990 to 1992*
- ✓ ***Store Manager,*** *Goodwill Industries of Michiana, Inc., South Bend, IN 1990*

Education Summary

- ✓ ***University of Notre Dame,*** *Nonprofit Executive Fund Development Certificate Program*
- ✓ ***University of Notre Dame,*** *Nonprofit Executive Leadership Certificate Program*
- ✓ ***Goodwill Industries International****, Executive Development Program*
- ✓ **Indiana University**, South Bend, IN, **M.A**, Concentration: Public Community Services Management
- ✓ **Anderson University**, Anderson, IN **B.A.,** Major: Business Management

Community Service

- ✓ ***Northern Indiana Influential Women Association***
  - *Board Member 2021*
- ✓ ***Indiana University, South Bend, Advisory Council***
  - *Member 2020 to present*
- ✓ ***South Bend Regional Chamber of Commerce***
  - *Executive Committee 2018 to Present*
  - *Board Member 2016 to Present*
- ✓ ***Goodwill Industries International***
  - *Board Member 2016 to Present*
  - *Vice Chair for Conference of Executives 2020-2021*
  - *Secretary for Conference of Executives 2019 -2020*
- ✓ ***Rotary Club of South Bend***
  - *President 2019-2020*
  - *Board Member 2016 to Present*
  - *Member 2006 to Present*
- ✓ ***Group Violence Initiative Taskforce***
  - *Member 2013 to present*
- ✓ ***Family Justice Center****, Board Member, 2007 to 2010*
  - *Board Chairperson, 2009*

President & CEO – Goodwill Industries of Michiana, Inc.

Roles and Responsibilities

- ✓ *Implementation of the policies established by the Board of Directors in such a way that the intents and purposes of the Articles of Incorporation and the Bylaws are faithfully and effectively carried out*
- ✓ *Act as a non-voting member of the Goodwill Industries of Michiana, Inc. Board of Directors and as a technical advisor to the Board*
- ✓ *Serve as a voting member for Goodwill L.E.A.D.S., Inc. Board of Directors*
- ✓ *Serve as a non-voting member of the Goodwill Ventures, Inc., Board of Directors and as a technical advisor to the Board*
- ✓ *Keep the Board informed as to performance of the Corporation and make suggestions for policy changes*
- ✓ *Monitor Goodwill's Corporate Compliance Program and provide periodic and regular report to the Board of Directors on matters pertaining to the program*
- ✓ *Assess all subpoenas, search warrants, investigations and other legal actions and proceed in a lawful manner*
- ✓ *Formally designate the Corporate Compliance Officer (CCO)*
- ✓ *Actively manage and administer, directly or through staff, all the activities of Goodwill.*
- ✓ *Develop a responsive and functional organization and delegate responsibility and empower corresponding authority*
- ✓ *Define responsibilities of staff members with regard to programs, and communicate such responsibility to them*
- ✓ *Keep staff personnel informed on all corporate matters related to their work*
- ✓ *Keep informed about progress of programs for which the President and staff are responsible*
- ✓ *Work with the staff to develop programs and prepare the operating budget and strategic plans for presentation to the Board of Directors*
- ✓ *Ensure accreditation standards are maintained*
- ✓ *Provide suitable plant facilities and equipment for Goodwill's professional services and training programs*
- ✓ *Maintain and improve the corporations manufacturing facilities, retail stores, and vehicles*
- ✓ *Safeguard all monies and assets of the Corporation, being particularly attentive to fiduciary responsibilities, and assuring that a sound system of internal controls is actively managed*
- ✓ *Develop and promote a mutually beneficial relationship between Goodwill and the Indiana Vocational Rehabilitation Division and all other purchasers of Goodwill's services and institutions providing grants, to further the Workforce Development Services efforts of Goodwill*
- ✓ *Make sure a succession plan is in place for Executive Staff and key employees*
- ✓ *Provide opportunities for employees and staff to develop to their full potential*
- ✓ *Serve as the face of Goodwill in the communities we serve*

Accomplishments

- ✓ *Completed aggressive strategic planning process for 2021-2023*
- ✓ *Speaker at various luncheons and conferences*
- ✓ *Received Most Influential Woman Award in Nonprofit in Northwest Indiana in 2018*
- ✓ *Created new 501(c)(3), Goodwill LEADS, Inc. for The Excel Center charters*
- ✓ *Opened three (3) Excel Centers*
- ✓ *Created new 501(c)(3), Goodwill Ventures, Inc. for New Market Tax Credits*
- ✓ *Received Athena Award in 2015*
- ✓ *Recipient of the Father Jack Hickey Award in March 2012 due to work with ex-offenders*
- ✓ *Led the State of Indiana in achieving the Work Participation Rate for IMPACT clients.*
- ✓ *Successful in securing 7 consecutive 3-year CARF accreditations*
- ✓ *Expanded workforce services from 3 counties to 10 counties*