

# Cherri A. Kulp

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***An experienced executive coach with a remarkable career in both public and nonprofit sectors. A focused leader who excels in creating strong corporate and community partnerships, driving community-wide initiatives, and offering strategic guidance to top officials and senior executives.***

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## PROFESSIONAL EXPERIENCE

### **UnEarthed Coaching & Consulting LLC**, South Bend, IN

Principal Coach & Founder (2021-Present)

- Design and deliver transformational coaching programs to purpose-driven executives, emerging leaders and entrepreneurs focused on mindset, resilience, and strategic impact.
- Build customized leadership development plans integrating positive psychology, emotional intelligence (EQ), and behavior-based frameworks.
- Facilitate executive retreats, development workshops, and succession strategy sessions for clients across diverse sectors.
- Guide senior leadership through change management, role transitions, and organizational culture alignment.

### **Greater Elkhart Chamber of Commerce**, Elkhart, IN

Chief Strategic Initiatives Officer (2021-2023)

Joined as the first chief strategic initiatives officer. Spearhead cross-functional business processes and strategic plans that fuel the organization's growth. Proactively identified crucial partnerships to cultivate brand strength and Board objectives.

- Strategized to maximize positive impact and outcomes for the Chamber's Board of Directors' Talent Connections & Entrepreneurship/Innovation initiatives.
- Appointed to serve on the South Bend-Elkhart Regional Partnership's Diversity & Inclusion and Talent Attraction Committees. Collaborating with key stakeholders in multiple countries to provide robust & diverse workforce, capable of meeting the demands of an ever-evolving global economy.
- Appointed to serve on the Office of the Chief Equity, Inclusion & Opportunity Officer for the State of Indiana's CEIOO Advisory Council. Providing counsel and support to the Chief Officer and staff in their goal to make Indiana a leader in equity, inclusion, and opportunity.
- Worked with GECC's partnering organizations to connect residents and nonresidents to living, business and career opportunities in the region (Northern Indiana & Southwest Michigan).
- Served as staff liaison to the Greater Elkhart Chamber of Commerce's Business Diversity Initiative and Young Professionals Councils. As a liaison, cultivate meaningful relationships with community partners that provide resources that further the development of local minority owned businesses.

**ADEC, Bristol, IN**

***Vice President of Community Outreach & Advocacy (2019-2021)***

Joined as the first vice president of community outreach & advocacy. Spearheaded policy & procedural changes resulting in organizational preparedness during critical times while enforcing organization's objectives and broader strategies set forth by the agency directive. Known for establishing trust and developing high performing teams: communications, fundraising & social enterprise.

- Amidst a worldwide health crisis, played an instrumental role in educating legislators and policy makers on how their decisions affect individuals living with an intellectual developmental disability (IDD) while advocating for sustainable solutions that meet those needs.
- Proven success in fundraising, exceeding budget targets via management of the annual development program, major gifts & grants, community events for engagement with donors & foundations.
- Spearheaded successful initiatives for the organization's social enterprise, Gaining Grounds Coffee House. Executed a harmonious balance between the enterprise's financial success and meaningful social impact through the collaboration with vital stakeholder groups such as local businesses, employees, and clients.
- Strategically fostered relationships with governmental officials, representatives, and staff at all levels of government to ensure successful advocacy efforts. Conducted ongoing research into national and state developments, trends, as well as program impacts upon vulnerable populations.
- Collaborated with The Arc of Indiana to drive an effective campaign, leading to a well-deserved wage increase for the valued Direct Support Professionals (DSPs) in Indiana.
- Led a productive and diversely skilled communications, fundraising and social enterprise team.
- Appointed to serve as a committee member on The Arc of the United States Board's Access, Equity and Inclusion & Strategic Planning Committees. Committee members were responsible for the oversight of development and implementation of The Arc's Diversity Strategic Action Plan.

**Office of Mayor Pete Buttigieg, South Bend, IN**

***Director of Community Outreach (2013–2019)***

Recruited to serve as the first director of community outreach at the mayor's office. Leveraged expertise and experience to drive strategic and operational changes that positively impacted the administration and city of South Bend. Built trust with stakeholders by providing tactful, respectful communication while preserving privacy of confidential matters. Monitored external forces as well as internal developments to inform decision-making criteria for maximum efficiency.

- Initiated & facilitated conflict resolution strategies between concerned residents, the Mayor's Office and his administration. Skillfully managed and executed nationally broadcasted town-hall where community members came together to candidly explore an emotionally charged issue—public safety practices with lower socioeconomic & communities of color—creating a constructive dialogue. Ongoing community discussions followed.
- Strengthened collaboration between South Bend Police Department and local communities, including historically disenfranchised neighborhoods. Built working relationship with the University of Notre Dame's Kroc Institute for International Peace Studies to create a roundtable uniting community leader and SBPD in order discuss methods to improve relations among area residents.

- Proactively designed an effective community outreach operation to further the Mayor's relationship with South Bend residents. Collected data to monitor interactions while identifying areas that needed additional focus and providing supportive strategies for ongoing engagement. Further its operation to include department and division heads; maintaining efficient community outreach management, and accurate engagement deliverables.
- Created an effective dialogue with impacted individuals and community leaders by hosting regularly scheduled roundtable discussions with the Mayor and members of the faith, African American, Latino, labor union and business communities. Established trusting relationships between the mayor's office and Islamic, Latino & Jewish communities, despite current xenophobic trends, to ensure their safety was a priority for local authorities.
- Led the My Brother's Keeper Community Challenge initiated by President Obama, driving its success to impact over 14K youths - 95% of which were boys and young men of color.
- Served as the main point of contact for the mayor in many commissions and committees, including IU South Bend's Center for a Sustainable Future, Minority & Women Business Enterprise Diversity Board (City of South Bend Council), St. Joseph County Habitat for Humanity, REAL Services, St. Joseph County Fetal Infant Mortality Review, Mayors Against LGBTQ Discrimination, the University of Notre Dame's Community Engagement Coordinating Council, Vets' Community Connections, and several others.
- Spearheaded the Mayor's Office South Bend Youth Task Force (SBYTF), a groundbreaking initiative that encourages high school students from diverse backgrounds to actively participate in civic service. Prompted considerable interest among other cities, with several mayors replicating SBYTF as their programmatic model. Represented at U.S Conference of Mayors Youth Forum panel discussion and drew rave reviews for mission-driven efforts for positive social change.

## EDUCATION & CREDENTIALS

**Certification**, Relational Skills, Daniel Goleman Emotional Intelligence (2025)

**Certification**, Foundational Skills of Emotional Intelligence, Daniel Goleman Emotional Intelligence (2025)

**Credential**, Associate Certified Coach, International Coaching Federation (2023)

**Certification**, Personal & Executive Coach, The CaPP Institute (2022)

**M.S. Public Service Management**, DePaul University, Chicago, IL (2011)

**Certification**, Community & Voluntary Services, All Hallows College, Dublin, Ireland (2009)

**B.A., Sociology**, Indiana University Purdue University, Indianapolis, IN (2004)

## HONORS & AWARDS

**Michiana 40 Under 40 – 2019**

**Key to the City (South Bend, Indiana) – 2019**

**Inclusive Excellence Award – 2023**

**Women Who Advocate for Equity, Diversity, and Inclusion – 2024**