

CHRISTINE VARGA (she/her)

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Professional Summary

Sports and Recreation Operations leader with 30 years of experience designing, developing, and evaluating collegiate, youth and adult programs, leagues, and events. Proven success in staff/coach recruitment & training, multi-site operations, risk management, aquatics oversight, and community partnership development. Skilled in marketing & communications, data tracking, and delivering inclusive programming for diverse populations. Leadership and team building facilitator with extensive program design utilizing 1:1 and cohort-based models aimed at retention and belonging. Known for high integrity, calm under pressure, detailed execution, and collaborative leadership in fast-paced environments.

Core Competencies

- Operations Management & Safety Compliance in Aquatics, Outdoor Fields, and Recreation Center Courts, Track, Meeting Spaces, Classrooms, Weight Rooms & Fitness Studios with experience in building renovations and capital budget projects.
- Profits and Loss and Budget Oversight
- Leadership Training & Development Program Creation, Training, and Facilitator
- Risk Assessment & Emergency Action Planning
- Staff Recruitment, Training & Mentorship
- Instructor in Allied Health, Sport and Wellness Division
- Marketing, Press Releases, & Social Media Campaigns
- Grant Writing and Management
- Outdoor Adventure Programming
- Microsoft Office Suite (Word, Excel, Outlook, SharePoint)
- CRM platforms (ACTIVE, Sport80, Sports Engine, Salesforce)
- Marketing and Media platforms (Box Out, Presto, Canva, Instagram, Facebook, YouTube)
- Scheduling Software (EMS, TeamUp)

Professional Experience

Program Coordinator

Community Arts School – Baldwin Wallace University | Feb 2025 – Present

- Lead strategic and operational oversight of large-scale arts programs, advising artistic directors and faculty on leadership, performance, and team effectiveness.
- Oversee all aspects of summer arts program operations, including staffing, scheduling, safety compliance, and camper, family, and staff experience.

- Hire, train, and manage 50+ student counselors and 70 faculty instructors, ensuring adherence to safety and quality standards while developing core competencies and skills.
- Manage program budgets, registrations, and billing systems to meet financial objectives.
- Develop marketing materials, social media campaigns, and promotional content to drive enrollment and engagement.
- Coordinate logistics for performances, dining, residence halls, and check-in/out procedures.
- Developed and implemented risk management practices, and inclusion and DEI policies.
- Manage ensembles, community members, interns, staff and directors.

Associate Director of Campus Recreation

Baldwin Wallace University | Sep 1996 – Dec 2024

- Directed budgets for athletics and recreation for club sports, aquatics, intramurals, student payroll, and equipment, ensuring fiscal responsibility and profitability.
- Developed and enforced risk management policies, emergency action plans, and safety audits across multiple facilities including aquatics, challenge course, and outdoor fields.
- Led marketing initiatives including social media campaigns, promotional materials, press releases, and community engagement to increase participation and revenue.
- Managed hiring, training, and supervision of staff, graduate assistants, and student employees across intramural, and club Campus Recreation facilities and programs.
- Oversaw outdoor adventure programs, team-building activities, and leadership development experiences for diverse populations of students and employees.
- Secured over \$100,000 in grants from Ohio Department of Natural Resources and USA Archery to enhance outdoor recreation offerings and develop new sustainable programs.
- Created and directed Youth Adventure Sport Camp, managing all aspects of operations including safety planning, marketing, registration, facilities, and staff training.
- Maintained community relationships creating pipelines of participants in camps, aquatics, and outdoor adventure programming initiatives.
- Trained and mentored student leaders in over 20 club sports and developed operation manuals for each one to ensure consistency and sustainable program leadership.

Growth and Development Director

National Collegiate Rugby | Jun 2021 – Present (volunteer)

- Designed best practices training programs and resources for collegiate rugby operations.
- Managed grant programs to support emerging teams, driving leadership development and sustainable growth while working with hundreds of universities in club operations.
- Oversaw logistics and safety compliance for national tournaments, including staffing, training, travel, membership, and event operations.
- Worked on tournament planning team year-round on logistics and scheduling of local, regional, and national collegiate rugby tournaments.
- Cultivated strategic partnerships and executed marketing initiatives to enhance brand visibility and membership growth.
- Lead photographer at regional tournaments, All-American World Cup Tour (2025), assistant photographer at women's nationals, and team media photographer at All-Stars.

Founder / Program Director & Executive Coach

Inner Drive Adventures, LLC | Dec 2017 – Present

- Established and managed an outdoor adventure company offering leadership programming, team building, and skill development for families and community groups.
- Developed and implemented business plans, budgets, risk management policies, emergency action plans, and instructor training programs.
- Managed sales accounts for BIC Surf and SUP boards, creating strategies to increase revenue and participant engagement.
- Built partnerships with local businesses, parks, churches, and organizations to expand programming and community outreach.
- Collaborated with state representatives, sober houses, and treatment facilities to integrate outdoor adventure into addiction recovery programs.
- Facilitated classes and programs for diverse populations, including adaptive paddling and veteran-focused initiatives.
- Secured sponsorships and fundraising to sustain community programs and events.
- Advise organizations on risk leadership, psychological safety, and inclusive program design.

CPR Professional Rescuer Instructor & Swim Instructor

Cleveland Browns Contractor | February 2014 – Present (swim instruction 2024- present)

- Certify Cleveland Browns professional staff including Athletic Trainers, Nutrition Staff, Strength and Conditioning Coaches, and Physical Therapists in American Red Cross CPR for the Professional Rescuer.
- Organized training dates on site at the Cleveland Browns Training Center in Berea, Ohio to create scenario-based learning in the facility.
- Maintained accurate records and reporting to American Red Cross.
- Provided instruction to Cleveland Browns players and front office staff as part of an organization learn to swim initiative with rip current and beach safety training.
- Scheduled weekly swimming instruction sessions in the training facility pool to teach water safety and learn to swim curriculum including drown-proof techniques.
- Cultivated relationships with players to continue teaching swimming lessons to families off site developing a culture where water safety is a priority among staff and players.

Education

Bachelor of Arts – Sports Medicine

Minor: Fitness Management

Baldwin Wallace University | 1994

MBA – Sport Management Emphasis

Baldwin Wallace University | currently enrolled

Certifications & Training

- Past American Red Cross Lifeguard Training, CPR/AED & First Aid Instructor & CPO
- American Canoe Association Kayaking & SUP Instructor
- ACA Adaptive Paddling Endorsement
- USA Archery Instructor
- Safe Sport Certification
- Mental Health First Aid Certified
- USA Climbing Judge Certified and Belay Certified at several Climbing Gyms

Awards & Recognition

- Baldwin Wallace Student Organization Advisor of the Year (2022 & 2025)
- Innovative Program of the Year Awards: Rugby Powerful Women on the Pitch Tournament and Empowerment Event (2025), Tackle Breast Cancer Fundraising Program, (2024), Outdoor Adventure Veteran Paddling Event & Fundraiser (2021)

Community Engagement & Leadership

- American Canoe Association – Past State Education Director & Executive Director
- Ohio Valley Women's Rugby Conference Board Member
- Allegheny Rugby Union Women's Commissioner
- Northeast Ohio Water Safety Council Member
- UH Water Safety Event Planning Committee
- Team River Runner Volunteer
- Baldwin Wallace University United Staff Senate Representative and served on Wellness Committee, Safety Council, Event Scheduling Committee, Division of Student Affairs Assessment Team Committee, HLC Review Committee

Professional Development & Training

- Leadership-focused presenter with focus on organizational culture, and experiential learning at state and national conferences (Ohio Parks & Recreation Association, Adventure Summit at Wright State, US Women's Rugby Foundation Conference, Ohio Recreational Sports Association State Workshop and Summer Retreat Conference).
- Created the Outdoor Leadership Institute at Baldwin Wallace for student leadership training, employee team building, and community engagement focused on leadership development.
- Instructor in the Allied Health, Sport and Wellness Division at BW for 28 years (Rock Climbing, Outdoor Rec and Ed, Community Parks and Rec Administration, Archery, Paddling, WSI, Lifeguard Training, and Kayaking) and First Year Experience Course Instructor (4 years).