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PROFILE	
Experienced executive with excellent communication skills and a strong background in leadership, organizational development, and research with a significant publication and presentation record.	
EDUCATION	
Doctor of Philosophy <i>Indiana University</i>	1987
Majors: Higher Education Administration and Educational Inquiry Methodology	
Awards: School of Education Fellowship, Dissertation Year Fellowship, Beechler Award for outstanding dissertation	
Master of Divinity <i>Southern Baptist Theological Seminary</i>	1984
Major: Pastoral Counseling	
Awards: Coleman Writing Award	
Bachelor of Science <i>Purdue University</i>	1980
Majors: Personnel Administration and Statistics	
Awards: Phi Eta Sigma Honorary Fraternity, 4-Year Full Tuition Scholarship	
ADMINISTRATIVE EMPLOYMENT EXPERIENCE	
Associate General Secretary for Regional Ministries <i>American Baptist Churches, USA</i>	July 2003-present
Provide executive training and organizational development for the 35 regional offices/middle judicatories coast to coast throughout the United States and Puerto Rico.	
<ul style="list-style-type: none"> • Deliver presentations and keynote addresses, lead retreats, and conduct workshops on leadership and organizational development for regional boards and staffs. • Guide executive search committees from start to finish whenever a vacancy occurs. • Orient new executives helping them assess organizational culture and define priorities providing executive coaching as requested. • Staff the General Executive Council and Regional Executive Ministers Council. • Develop tools for and conduct executive personnel assessments. • Assist with board development and envisioning; problem solving and crisis management. • Manage projects from initiation through evaluation; overseeing planning, budgeting, volunteer recruitment, funding requests, and project evaluation. 	
Executive Minister <i>American Baptist Churches of Ohio</i>	July 1996-July 2003
Oversee the ministry and development of 300 congregations and 3 camping and conference centers.	
<ul style="list-style-type: none"> • Provided oversight for an executive staff of seven and a support staff of fourteen. • Developed numerous projects in areas including congregational renewal, conflict management, volunteer recruitment, leadership development, and vision and mission development. • Handled crises related to staff, property, and misconduct issues. • Conducted numerous workshops, retreats, and local church consultations. 	

PUBLICATIONS	
	Books Authored
	<u>On the Move: Adding Strength, Speed, and Balance to your Congregation</u> . Chalice Press, 2009.
	<u>Better Than Success; Eight Principles of Faithful Leadership</u> . Philadelphia: Judson Press, 2003.
	<u>Congregational Megatrends</u> . Bethesda, Maryland: The Alban Institute, 1996. (Voted one of the top ten books of 1996 by the Academy of Parish Clergy)
	<u>User Friendly Evaluation</u> . Bethesda, Maryland: The Alban Institute, 1995. (Placed in the Core Library Series)
	<u>We've Never Done It Like This Before</u> . Bethesda, Maryland: The Alban Institute, 1994.
	<u>Awakening, Reformation, and Mission; Pathways to Church Renewal</u> . National Ministries Publication, 1993.
	Articles Published
	A Parable about Pastoral Leadership. <i>The Parish Paper</i> , Vol. 22, No. 2, February, 2014.
	Alternative Pastoral Models. <i>Sharing the Practice</i> , Vol. 36, No. 4, December 2013.
	Not All Teams Are Created Equal. <i>Congregations</i> . Vol. 40, No. 4, 2013.
	A Typology of Congregations. <i>The Parish Paper</i> , April, 2012.
	Alternative Pastoral Models. <i>Congregations</i> . Vol 39, No. 4, 2012.
	What Type of Visionary Are You? <i>Congregations</i> . Vol 39, No. 1, 2012.
	How is Your Congregation's Health? <i>The Parish Paper</i> , Vol. 20, No. 4, April, 2012.
	Dealing with Stress in Today's World (Interview for LE@DD Project), Duke University, Spring, 2011.
	Using archetypal patterns to explain organizational conflict. <i>Sharing the Practice</i> . Volume 32, No. 2, Summer, 2009.
	What would you do? MBTI Enthusiasm Unbound. <i>Bulletin of Psychological Type</i> . 31 (2) 42-45 2008. Co-authored with Ray Moody.
	New Tasks for New Congregations. A publication of the Lilly Foundation, 2002. Available at http://www.resourcingchristianity.org/Essay.aspx?ID=125
	From Mass Evangelism to Relational Evangelism. <i>Congregations</i> , January, 1996.
	Toward a Holistic Framework for Church Renewal. <i>The American Baptist Quarterly</i> , Vol. 14. No. 3. September, 1995.

Improving Congregational Programs through Evaluation. <i>Congregations</i> , July, 1995.
Planning for Change. <i>The Baptist Leader</i> , Winter, 1995.
God's Inner Question. <i>Sharing the Practice</i> , Spring, 1994.
The Listening Pastor. <i>At Day's End</i> , 1994.
Renewing Church Renewal. <i>The Indiana Baptist Observer</i> , December, 1993.
Reflections upon the American Baptist Policy Statement on Tithing, <i>The Indiana Baptist Observer</i> , January, 1993.
A Long Range Planning Primer. <i>The Clergy Journal</i> , March, 1992.
Surveying to Discover a Church's Distinctiveness, <i>The Christian Ministry</i> , January, 1991.
A Response to, "The Body of Christ in Conflict," <i>Sharing the Practice</i> , Spring, 1990.
Turning Laypeople into Ministers. <i>The Christian Ministry</i> , September, 1989.
Church Aphorisms. <i>Preacher's Magazine</i> , November, 1998.
Using Organizational Coupling as a Variable in Church Structure, <i>Sharing the Practice</i> , Spring, 1987.
Administrator's Eye View of Instructional Quality of Secondary School Science and Mathematics Teachers. <i>School Science and Mathematics</i> , Summer, 1987 (with Harty & Kloosterman).
Attracting Minority Teachers in Science, Mathematics, Foreign Language, and Computing. <i>Metropolitan Education</i> , Spring 1987 (with Kloosterman & Harty).
Mathematics Teacher Shortage in Indiana: Fact or Fiction? <i>Indiana Mathematics Teacher</i> , Spring 1985 (with Kloosterman & Harty).
Issues, Trends, and Prophecies. <i>Sharing the Practice</i> , Spring, 1985.
Academic Papers/Presentations
Agility Model Confirmed. Religious Research Association, Milwaukee, 2011.
Congregational Typology and Its Implications for Worship, Renewal, and Leadership. Religious Research Association, Milwaukee, 2011.
The Agility Model – A Theoretical Model of Organizational Development, Denver, 2009.
Using Archetypal Patterns as a Predictor of Organizational Culture in Varying levels of a Denominational System. Tampa, Religious Research Association, 2007.
Responding to a Wayward Judicatory, Panel. Tampa, Religions Research Association, 2007.
Organizational Intelligence – A New Model for Organizational Development Based Upon Brain Functions. Religious Research Association, 2006.
Using Appreciative Inquiry in Denominational Envisioning. Religious Research Association, 2005.

Perceptions of American Baptists. National Ministries Luncheon, 1995.	
Toward a Holistic Model of Church Renewal. Religious Research Association, 1993.	
Evaluation Reports	
An Evaluation of the Annual Convocation, Academy of Parish Clergy, 1989-1995.	
An Evaluation of the Annual Meeting of the American Baptist Churches of Ohio, 1995-2003.	
An Evaluation of the Annual Meeting of the American Baptist Churches of Indiana, 1995-2003.	
An Evaluation of the Mainstreaming Needs of Special Education Students in the Regular Classroom. North Central Indiana Special Education Cooperative, 1987-2000.	
An Evaluation of Incorporating Regular and Special Education. Metropolitan School District of Martinsville, Indiana, 1987-2000.	
An Evaluation of Project Smiles: Science and Mathematics Inservice Education for the Improvement of Learning by Elementary Students, Monroe County School Corporation of Indiana, 1986.	
An Evaluation of the Academic Challenge Education Program, Bartholomew County School Corporation of Indiana, 1986.	
ACADEMIC EMPLOYMENT EXPERIENCE	
Fully Affiliated Professor of Congregational Studies	
<i>Methodist Theological School of Ohio</i> Teaching D.Min. courses in leadership, organizational development, and research design and methods. Promoted from Associate to Full Professor in 2013.	Jan 2006- Current
Visiting Professor	
<i>Central Baptist Theological Seminary</i> Joint Program with Myanmar Institute of Theology teaching research design and methods. Have taught research classes in both Kansas City and Yangon, Myanmar.	July 2012- Present
<i>Palmer Theological Seminary</i> Classes in leadership and congregational studies	Oct 2012
Adjunct Professor	
<i>Indiana Wesleyan University</i> Taught courses in organizational development, statistics, and research design	May 1993-July 1996
Graduate School Positions	
<i>Indiana University</i> Associate Instructor in mathematics education and logic Graduate Assistant to the Chairperson of Curriculum and Instruction	Fall 1985-Summer 1987
CHURCH RELATED EMPLOYMENT EXPERIENCE	
Local Churches	
Senior Pastor <i>First Baptist Church of Rushville, Indiana</i> County seat church in a small city	July 1987-July 1996
Pastor, <i>Bethel Baptist Church, Indiana</i> Open Country Church	March 1985-July 1987

Pastor, <i>First Baptist Church of Milan, Indiana</i> Church in a small town	Jan 1983-Jan 1985
Associate and Interim Pastor <i>First Baptist Church of Madison, Indiana</i> County seat church in a small city	Dec 1980-Jan 1983
WORK-RELATED EXPERIENCE/SERVICE	
Member – (DMin. Thesis) Corey Fields – “Gaining Clarity and Motivation about Mission by Allowing that Mission to be Shaped by the First Baptist Church of Topeka’s context and community.	In process
Member – Otterbein College Task Force to add a nonprofit track to the MBA Program.	2008
Chair – Gault Center for Leadership – Programs include executive coaching, attorney networking, hospital contracts, simulation training, conflict resolution, etc.	2003-2008
Member – (DMin. Thesis) Gordon Myers – “Promoting Relational Leadership: “Enhancing Self-Awareness, Self-Management, and Social Awareness Among a Group of UM Licensed Local Pastors,” Methodist Theological School of Ohio.	2008
Advisor – (DMin. Thesis) Joseph Hughes – “Passing the Mantle - Transitional Leadership in a Middle Judicatory,” Christian Theological Seminary.	2006
Chair - “Disciple to Disciple” Project – Developed themes, recruited writers, editors for denomination-wide discipleship project.	2005-2006
Chair - “Seek It” Project - Guided the entire denomination in the development of a new vision, mission, motto, and metrics, using the tool of “appreciative inquiry” to gather data from over 3,000 interviews.	2003-2004
Member (Ph.D. Thesis) - Jonathon Malone – “Role expectations of clergy in the Baptist tradition,” Dayton University	2004
Member - “Pulpit and Pew” Project – “To assess the status of clergy in America and study the components of good pastoral leadership,” funded by Lilly, administered through Duke University	2000-2003
President – Regional Executive Ministers Council	2003
Chair – Executive Evaluation Redesign Committee	2002
Member (D.Min. Thesis) - James Van Zile – “Congregational Renewal through Small Groups,” Regent University	2001
Member – Sabbatical Grant Selection Committee, Louisville Institute	2000
Member – Editorial Board, Judson Press	1994-1998
Member – McSherr Home Health Care Board of Directors	1995-1996
Member – Executive Committee, Finance Committee, ABCUSA	1994-1996
Member – Policy Statements & Resolutions Comm, ABCUSA, Chair (1994-1996)	1990-1996
Member – General Board, ABCUSA	1990-1996
Member – Board of National Ministries, ABCUSA	1990-1996
Planning Team – Conf on Local Church Vitality, All Staff Gathering-ABCUSA	1995-1996
Member – Violence Statement Task Force, ABCUSA	1995-1996
Dean – Focused Studies Program, Academy of Parish Clergy	1989-1996
Member – Rush County Community Foundation	1994-1995
Member – Ministerial Review Commission	1994-1995
Member – Editorial Board, Sharing the Practice	1988-1995

Member and Chair – Pastor of the Year Selection Committee, APC	1992-1995
Member and Chair – Rush County United Fund Board of Directors	1993-1994
Chair – Crisis Response Team, Rush County	1993-1994
Chair – Area Transition Team, ABC/IN	1993-1994
Member - Regional Board of Directors – ABC/IN	1989-1994
District Governor’s Representative, Rotary Club	1993
Chair – Nominating Committee – ABC/IN	1993
Chair – Bylaws Revision Committee – ABC/IN	1992-1993
Member – Design Team for National Ministries Focus Group Project	1991-1993
Member – Baptist House B.O.D. at Ball State University	1987-1993
President – Rushville Rotary Club	1992
Coordinator – H. Dean Evans Campaign for Governor (Rush County)	1992
Field Supervisor for M.Div. Students - SBTS	1988-1992
Member - Blue Ribbon Commission for Superintendent of Public Instruction	1990-1991
Member – Reorganization Commission – ABC/IN	1990-1991
Member – Board of Directors – Academy of Parish Clergy	1988-1991
President – Rush County Ministerial Association	1998-1990
Member – Education Council, Indiana University	1985-1986
President – Milan Ministerial Association	1984
President – American Baptist Student Fellowship, SBTS	1982-1983
Editor – Newsette – ABC/GI	1977
President – ABC/GI BYF	1976

CERTIFICATIONS/PROFICIENCIES

<p>Certified/Qualified in:</p> <ul style="list-style-type: none"> The Leadership Circle (TLC) Myers-Briggs Type Inventory” (MBTI) Emotional Intelligence (Bar-On EQ-i and EQ-360) Leader Agility and Type 360 (Qualifying.org) Voices (Leadership Architect) Pearson-Marr Archetypal Indicator” (PMAI) Kenexa Cultural Insight Survey (KCI) Group Relations Graduate (Trained at the Tavistock Institute, Leicester, England) Master Facilitator (Leadership Strategies) Appreciative Inquiry (AI) process
<p>Proficient in grant writing. The most recent grant received was entitled “Strengthening Those Who Strengthen the Judicatories” from the Louisville Institute (\$29,675) in 2009.</p>
<p>Proficient in Executive Coaching</p>
<p>Proficient in “Statistical Package for the Social Sciences” (SPSS)</p>
<p>Member of: Religious Research Association, World Future Society, Mensa Society, Pulpit and Pew Project.</p>
<p>Has traveled extensively and delivered presentations on leadership and organizational development in nearly every state and province in North America as well as international conferences.</p>