

Experienced leader, executive, coach, consultant, educator and trainer who diagnoses the organizational context and culture, improves procedures, develops staff and leverages the current strengths of individuals and organizations to produce greater performance. Dynamic, energetic turn-around specialist with the ability to focus on the tasks most central to producing better results. Permission-giving team leader who clarifies the expectations for processes and outcomes and fosters the success of the team. Selected accomplishments:

- **Consultation** – Worked with over 400 organizations to improve individual and organizational performance. These included multi-year partnerships to help struggling organizations better understand their context, strategize key steps forward and implement recommendations as well as helping strong organizations move towards greatness.
- **Executive Leadership** – Served 17 years as the senior leader in a variety of organizations with oversight and responsibility for budget, operations, staffing and communication with both stakeholders and the community.
- **Certified Coach** – Completed three coaching certification programs and training in the DISC personality/human behavior profile tool. Extensive training in Psychology. Successfully worked with many clients who have one or more psychiatric diagnoses. Educational advocate for elite athletes, students with psychiatric challenges, and others in special circumstances.
- **Customer Service** – Worked with organizations to help them improve customer service. Received high ratings from students in their evaluations of the courses I taught. Work collegially with other instructors to create a positive environment for students.
- **Cultural Guide** – Repeatedly called upon to help individuals and organizations better understand contemporary culture and potential customers. This includes grasping the meaning of their demographics, learning new communication methods, engaging social media, shifting advertising and marketing strategies, and strengthening hospitality systems.
- **Professor** – Successfully taught courses and guided doctoral students through their dissertation process while serving as an Adjunct Professor in the College of Education and the College of Behavioral Science at Argosy University. Adjunct Professor at Southeastern University.

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### Leadership Strengths for Optimal Performance

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- Coaching for Improved Performance
- Rigorous Professor who Supports Student Success
- Finding Leverage Points for Change
- Diagnosing Areas of Challenge
- Understanding of Personality/Human Behavior
- Developing Shared Vision
- Operating in a Virtual Environment
- Training and Development
- Working with Diverse Populations
- Sensitivity to Ethical Concerns

### A Career of Developing Individuals and Organizations

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**Founder, President and Lead Consultant**

Responsible for the development of contracts and the delivery of services to clients in diverse settings. Involved in creating partnerships between/among organizations and developing a network of specialists to support client needs. Available as a source of information, reflection, insight and assistance as needed by clients and potential clients.

- Designed a three-year intentional transformation process in which over 400 churches have participated. The process is structured to help the local church identify a pathway to improved performance and the denomination to learn more about the church and its leadership.
- Created a vitality assessment based on key metrics which paint a realistic picture of the vitality and trajectory of the congregation. Additional associated support material was also created and a library of resources established to support the ongoing needs of clients.
- Contracted to mentor a group of pastors who were new to ministry.
- Produced a newsletter which is sent to over 20,000 leaders on a bi-monthly basis.

**The United Methodist Church,** Florida (Tampa, Brandon, Plant City, Sarasota, Port Charlotte)

1989-2005

*The largest mainline Christian denomination in the United States and one of the largest Christian denominations in the world.*

**PASTOR/SENIOR PASTOR**

Organized and led the work of a series of churches. This included overseeing finances, raising funds, preaching, teaching, providing supportive pastoral care, making hospital visits, planning budgets, volunteer recruitment, making marketing decisions, hiring and management of staff, completing denominational reports, conducting weddings and funerals and more.

- Assigned to three turn-around situations and all three increased in membership, attendance, programming and income.
- Assigned to one new church start situation which launched and then was handed off to a staff member when I was assigned to another setting.
- Created a teaching parish focused on providing mentoring for new/prospective clergy and guidance for established churches seeking to grow.
- Completed Leadership Brandon through the Brandon Chamber of Commerce
- Served in a variety of district and conference (regional body) leadership roles in the United Methodist Church.

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**Education**

**Executive MBA**

Quantic School of Business and Technology, 2020

**D.Min., Learning Theory and Personal Development**

Columbia Theological Seminary, Decatur, GA, 1997

**M.A.I.S., Psychology/Education**

Western New Mexico University, Silver City, NM, 2013

**M.Div., Pastoral Studies**

Asbury Theological Seminary, Wilmore, KY, 1989

**B.S., Psychology**

Florida Southern College, Lakeland, FL, 1986

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**Licenses, Certifications and Credentials**

Ordained Elder (United Methodist Church) – Endorsed Coach and Consultant (UMEA) – Certified Coach – Private Pilot with Instrument Rating and Complex and Tailwheel Endorsements – Emergency Management (FEMA) – Class D and G (Unarmed and Armed) Security [Florida] – Anti-Terrorism Officer – SCUBA -

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Human Services, Board Certified Practitioner – Nationally Certified Psychiatric Technician, Level 4 -  
Professional Teacher Certification (Florida)